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ABSTRACT

This annual summary provides information about research and development projects which have been conducted under contract to the Manpower Administration. This report differs from previous ones in that it has been expanded to include development projects in addition to the research projects. Projects in progress at the end of the 1971 fiscal year are described in section one, and brief summaries of projects completed during the year are included in section two. The third section contains a list of reports generated by research and development projects during the 1969, 1970, and 1971 fiscal years. The last part offers guidelines for the submission of research and development proposals to the Manpower Administration. All projects are indexed by name of contractor or grantee, by individuals associated with the project, by contract or grant number, and by subject. (GEB)

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sponsored by the
U.S. Department of Labor
Manpower Administration

1971 Edition

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Manpower Administration

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U. S. Department of Labor
J.D. Hodgson, Secretary
Manpower Administration

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INTRODUCTION

The new title of this ninth in a series of annual volumes—Manpower Research and Development Projects—indicates its expansion to cover development (that is, experimentation and demonstration) projects, as well as research projects. The expansion reflects the merger of the research and development activities of the Manpower Administration of the U. S. Department of Labor which occurred in the spring of 1970. These activities are carried out under authority given the Department of Labor in the Manpower Development and Training Act of 1962, the Economic Opportunity Act, and the Social Security Act. (Specific citations to statutory authority are given at appropriate places in the volume.)

In format, however, the 1971 edition closely resembles its predecessors. Projects in progress at the end of fiscal year 1971 are described in the first section. Information is included on projects continuing from earlier years, as well as on those newly funded during the year. As of June 30, 1971, work was in progress on 77 research contracts (sections 1.1 and 1.2), 117 development projects (section 1.3), 19 institutional grants (section 1.4)—including 7 made in 1966 which are now being phased out and 12 new ones funded during fiscal year 1971—99 doctoral dissertation grants (section 1.5), and 31 research project grants (section 1.6).

The second section summarizes projects completed during fiscal year 1971, and it also includes selected development projects completed in the two preceding years to provide at least a brief glimpse of significant developments in the experimentation and demonstration program. Altogether, the second section covers over 130 projects —23 research contracts (sections 2.1 and 2.2), 56 development projects, 38 doctoral dissertations, and 15 research project grants. Since the institutional grants are continuing projects, with the original seven scheduled for termination in fiscal year 1972 and the newly funded 12 running through 1974–75, they are excluded from the section on completed projects.

In the third section, there are listings of the reports generated by research and development projects during fiscal years 1969, 1970, and 1971 and information on how they may be obtained.

Guidelines for the submission of proposals are given in the fourth section. The contract guidelines in section 4.1 have been modified to cover both research and development projects. The remainder of section 4 gives directions for applying for small research grants.

Finally, all of the projects have been indexed by name of contractor or grantee, by the names of individuals associated with the project, by contract or grant number, and by subject.

Further information concerning the projects described here may be obtained from the office which compiled this catalog: The Division of Research and Development Utilization, Office of Research and Development, Manpower Administration, U.S. Department of Labor, Washington, D.C. 20210. However, readers are urged to write directly to the contractor or grantee for information concerning ongoing projects listed in section 1.

SECTION 1. PROJECTS IN PROCESS ON JUNE 30, 1971

This section outlines the objectives and procedures of research and development projects on which work was being done at the end of fiscal year 1971. The contracts and grants for these projects were awarded under the Manpower Development and Training Act, the Economic Opportunity Act, and the Social Security Act.

1.1 PROJECTS IN PROCESS ON JUNE 30, 1971—Research Contracts[1] Under the Manpower Development and Training Act (MDTA)

1.1.01 BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Contract 81–37–68–40[2]

Ronald J. Cress

An Exploratory Study to Analyze New Skill Content in Selected Occupations in Michigan and the Mechanism for its Translation into Vocational Education Curriculums

This study's major objectives are to ascertain whether graduates of vocational education courses are properly trained to meet entry requirements in selected occupations, to identify changes in job content and performance standards, to recommend changes in course offerings or modifications in curriculums consistent with findings, and to observe and record the actual implementation of recommendations by local school boards.

Through interviews with employers, employees, and members of advisory committees in three Michigan cities, information on current and prospective job content and skill requirements was gathered for 10 growth occupations: Automobile engine mechanic, bookkeeper, chef/cook, clerk-typist/clerk-stenographer, construction carpenter, construction electrician, dental assistant, licensed practical nurse, numerically controlled machine tool operator, and salesperson.

Curriculums for these occupations were analyzed to identify needed changes. The researchers have worked with school officials to effectuate the recommended changes.

Preliminary findings: An example of the changes recommended to make training more effective in preparing students for entry performance is the replacement of traditional first and second year high school bookkeeping courses by courses more relevant to the business world, with emphasis on modern recordkeeping methods, operation of office machines, and application of data processing in business. In another occupation, dental assistant, changes were recommended in defining goals of training, selection of students, and organization of course material.

Recommendations for improved curriculums for training construction carpenters and salespersons have been put into effect, and a complete data management program is being designed to replace the traditional bookkeeping courses in Grand Rapids. Researchers have also begun to use a task analysis procedure for course development and evaluation and have adopted a behavioral-objective approach to curriculum development.

Completion is scheduled for September 1971.

1.1.02 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 81–09–66–27

Gene Peterson

Occupational Adjustment of Recent Low-Income Southern In-Migrants to Cleveland

This three-phase project concerned the occupational adjustment in Cleveland of low-income southern in-migrants with less than 2 years, and 2 to 5 years, of residence. The project integrated research with an experimental program sponsored by the Manpower Administration.

In phase I, the researchers identified 1,600 low-income southern newcomers to Cleveland and interviewed them for information on their occupational adjustment. For comparison, a sample of 400 Cleveland residents of more than 10 years was also interviewed.

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[1] Requests for information concerning these contracts should be directed to the researchers.

[2] This study is cosponsored by the Office of Education of the U.S. Department of Health, Education, and Welfare; the Michigan Employment Security Commission; and the Michigan State Department of Education.

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In phase II, the experimental element, the researcher referred selected recent in-migrants to the PEACE (Programs for Educational and Cultural Excellence) Skill Center for special services, including prework orientation, job placement, and/or referral to MDTA training, to assist them in entering urban employment and community life.

In phase III, the researcher made a longitudinal examination of the conditions generating individual changes in work status and urban adjustment. An attempt was made to reinterview the entire sample from phase I. Interviews focused on the in-migrants' social, cultural, urban, and economic adjustment experiences, with special emphasis on past and current employment, changes in occupational aspirations, adjustments to city life, and particularly the impact of the skill center programs in facilitating assimilation of those enrolled.

Preliminary findings: Low-income newcomers to the city generally had more education and training than did long-term low-income residents. Negro newcomers had more education, were younger, and more often were unmarried than their white counterparts, but whites held more skilled and higher paying jobs. Men, both white and Negro, were better off in Cleveland than women.

The chief reason reported for moving was economic; for example, jobs and wages. Yet most of the newcomers' (white and Negro) first jobs in Cleveland were as operatives (men) or in clerical and sales positions (women). This occupational pattern had not changed by the time of the phase III survey. Negro men were still predominantly in operative occupations, but a number of white men had advanced into craft occupations or jobs as foremen. Most of the newcomers felt they were better off as a result of moving to Cleveland.

Drafts of final reports for phases I and II have been received. Work on phase III is underway. Completion of the project is scheduled for June 1972.

1.1.03 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

CONTRACT 71-05-70-03

DR. MARGARET THAL-LARSEN, INSTITUTE OF INDUSTRIAL RELATIONS

REQUIREMENTS AND DESIGN OF A LABOR MARKET INFORMATION SYSTEM FOR A LARGE METROPOLITAN AREA

This project is one of several authorized under section 106 of the Manpower Development and Training Act, as amended in 1968, which directed the Department of Labor to develop a comprehensive labor market information system (LMIS). (See also 1.1.06, 1.1.12, 1.1.23, 1.1.25, 1.1.27, and 1.1.42.)

The objectives of the project are: (1) To appraise present means of developing and delivering labor market information in the San Francisco Bay area, with primary emphasis on the volume, location, and nature of current job opportunities and occupational trends; (2) to design a model of a labor market information system that might serve as a prototype for a large, diversified labor market area and develop quantitative criteria for measuring the performance of such a system; and (3) to compare the cost effectiveness of current and feasible future labor market information systems.

Using an interview guide, information is being sought from public and private employment agencies, counselors in secondary schools and junior colleges, officials working with the disadvantaged, technical specialists, and representatives of management, labor, government, and other organizations conversant with the various elements of a labor market information system. The kinds of labor market information available are being compared with the needs of various users, and criteria are to be developed for identifying essential elements of an LMIS, as a guide to the use of resources in operating the system.

The second phase of the work—the design of a model labor market information system for a major metropolitan area—is examining the data generating sources and delivery systems, including an evaluation of data processing, retrieval, and reporting methods.

Preliminary findings: Contacts with labor market intermediaries, including a conference with Federal, State, local officials and university representatives, revealed a community of interest in the same general types of information. However, priorities varied among the groups; for example, some emphasized current job opportunity information whereas others stressed long-range occupational forecasts, and some users needed specific, detailed employment information for subsections of the labor market while others wanted broader economic and employment trends. A survey of high school students revealed a need for information about the world of work, training and education requirements, and occupational outlook information. A synthesis of the needs of all users of information is being incorporated into a comprehensive plan for the structure and flow of information to be developed from all sources.

Completion is scheduled for December 1971.

1.1.04 BUREAU OF THE CENSUS
U.S. DEPARTMENT OF COMMERCE
WASHINGTON, D.C.

Contract 81-11-71-19

David P. McNelis, Chief, Governments Division

Survey of State and Local Government Employment

This project is a two-stage mail sample survey to obtain data on selected characteristics of State and local government employees in 10 States. Stage I is a mail survey of a representative sample of State agencis (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of the 10 States to obtain a random sample listing of employees' names and addresses. Stage II is a mail survey of the individuals reported in the sample listings to obtain data on the race, sex, age, level of education, governmental function in which mployed, income group, merit system coverage, years in present job, and spcialized training.

The study is designed to provide information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of ederal assistance for public service employment.

Completion is scheduled for January 1972.

1.1.05 CENTER FOR POLICY RESEARCH
NEW YORK, N.Y.

Contract 81-34-70-04

Dr. Amitai Etzioni and Dr. Marvin Sontag

Mutual Adaptability of Workers and Organizations

The principal objective of this study is to develop conceptual and operational tools for achieving a more effective match of persons with jobs, thereby facilitating both job retention and work performance. Specifically, these tools are being designed to measure workers' tolerance for bureaucratic structure (TBS)—adherence to organizational requirements regarding time, task, and authority—and the extent to which particular types of jobs demand such behavior.

A preliminary form of the TBS scale has been developed and administered to employees of a large metropolitan bank, enrollees in a Work Incentive Program, and clients served at four Concentrated Employment Program sites. Modest but statistically significant correlations were obtained between TBS scores and the supervisory ratings of bank employees. Criterion data for the remaining samples are not yet available, but TBS scores differentiated between individuals tested in terms of age, marital status, number of months employed in the preceding 2 years, and satisfaction with last job. Split half reliabilities ranging from .794 to .805 were obtained. Test-retest reliabilities will be obtained subsequently.

Additional test and criterion data will permit the determination of validity in terms of success in training and job tenure. In addition, the measure of bureaucratic requirements of jobs will permit judgments of the extent to which training and employment success depend on compatibility between the individual's TBS and the requirements of his training and job roles.

Interviews with selected training program dropouts and persons who left their jobs early, supplemented by onsite observational data, will also support analysis of the importance of bureaucratic factors as determinants of success.

Completion is scheduled for September 1971.

1.1.06 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

CONTRACT 71–34–70–04

DR. ELI GINZBERG, CONSERVATION OF HUMAN RESOURCES PROJECT

THE CONCEPTUAL FOUNDATIONS OF A LABOR MARKET INFORMATION SYSTEM

The purpose of this study is to delineate the parameters of a comprehensive labor market information system (LMIS) and recommend new approaches that will aid the Department of Labor in meeting its responsibilities under section 106 of the Manpower Development and Training Act, as amended in 1968. (Related projects are described in 1.1.03, 1.1.12, 1.1.23, 1.1.25, 1.1.27, and 1.1.42.)

In the first part of the study, existing reports on the improvement of labor market information systems are being analyzed and the diverse experiences of experts in the labor market information field are being used to define the principal dimensions of a more responsive and appropriate information system. Gaps in the current structure are being identified, especially those which affect the labor market decisions of specific labor force groups and employers. Analysis centers on the relationship between information and program decisionmaking, as well as between implementation and evaluation.

A second part of the project will explore specific segments of the system, especially at the micro level. New York City, as the Nation's largest metropolitan labor market, will be the laboratory and experimental city for investigation. Five sub-studies will explore the information that is needed to improve: (1) Decisionmaking with respect to the city's economy and industry location; (2) control of public expenditures for human resources services; (3) the fit between the products of the schools and employers' skill needs; (4) aid to institutionalized groups such as young people in detention centers or patients in mental hospitals; and (5) the perceptions of the labor market held by various peripheral workers, including youth, blacks, women returning to work, and veterans.

Completion is scheduled for fiscal year 1973. An interim report on the first part of the project is expected in October 1971.

1.1.07 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

CONTRACT 81–34–68–44

STANLEY FRIEDLANDER, CONSERVATION OF HUMAN RESOURCES PROJECT

STRATEGIC FACTORS IN URBAN UNEMPLOYMENT

This study analyzed unemployment in the 30 largest cities in the United States and in 16 slum areas located in these cities to determine why differentials between cities and slum areas vary with the level of economic activity. Data for 1960 and 1966 were used to test three models: (1) The economic role of supply and demand for labor; (2) industrial structure of the local labor market; and (3) labor market rigidities focusing on education, health, discrimination, mobility, information, and illegal activities. The study also analyzed the unemployment problems of young workers in the areas, including the results of interviews with Negro residents between 18 and 24 who were neither full-time students or workers nor members of the Armed Forces on their work histories, vocational experiences, work attitudes and expectations, sources of income, and living arrangements.

Preliminary findings: (1) The industrial structure of the urban economy was a major force in explaining unemployment among slumdwellers and youth. Cities dominated by large construction, manufacturing and finance, insurance and real estate employment provided very few employment opportunities for nonwhites, slumdwellers, and youth. (2) The urban economy was segmented into three layers—primary, secondary, and illegal—with minority groups largely segregated into the latter two sectors; illegal activities and income acted as an important safety valve for people unable to earn a living in the competitive and segmented urban economy since discrimination impeded their entrance into higher paying jobs despite their high levels of educational attainment. (3) Spatial barriers in the urban labor market, such as job dispersal, were found to be unimportant in determining the unemployment problems of the urban labor force.

Major conclusions: (1) If manpower policies are to benefit the urban labor force, including the most disadvantaged workers, a commitment to guarantee a job to all Americans willing to work is necessary, the researcher concluded. Therefore, an expanded program of employment in public service is needed, with special emphasis placed on jobs that can lead to careers. (2) A major attack on employment discrimination was recommended, with higher expenditures and additional manpower allocated for the Equal Employment Opportunity Commission and the U.S. Department of Labor's Federal Contract Compliance Office. Moreover, Government should develop new tests and new recruitment practices to absorb greater numbers of disadvantaged workers. Local and State governments also need to develop new agencies with resources and manpower to cope with discrimination. (3) The researcher recommended placing emphasis on skills and productivity of the young labor force and not on educational attainment and certification. (4) Legitimatizing some of the activities in the urban economy, such as gambling, could serve to create new jobs at decent wages for the disadvantaged labor force, in the researcher's opinion. (5) Industrial development programs and housing and transportation programs should be initiated to open up new job opportunities in the primary labor market for the disadvantaged, the researcher suggested. He called for the development of experimental problems, such as private cost-plus- or fee-plus-incentive contracting and wage subsidy programs, with on-the-job training, upgrading, and transference between public and private employment.

The report is being prepared for publication.

1.1.08 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

CONTRACT 81-36-71-01[3]

DR. ELI GINZBERG, CONSERVATION OF HUMAN RESOURCES PROJECT

EMPLOYMENT EXPANSION IN A DYNAMIC ECONOMY —A SERIES OF RELATED STUDIES

This continuing project of interdisciplinary research studies probes deeply into the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output. Members of the research team conduct intensive research of problem areas as a basis for recommending remedial action.

Since the project was initiated, 13 studies have been completed (see 3.1.08–3.1.15 for the eight completed since fiscal year 1969). The studies on which work is still in progress are described below. Seven of the studies enumerated below are scheduled for completion during fiscal year 1972; the others during later years.

1. "The Dynamics of Employment Opportunity." This study is exploring the nature and extent of employment opportunity. The analysis seeks first to determine the relative importance of factors that account for the ranking of different industry-occupation groups on measures of rewards to workers and their vulnerability to unemployment and low annual earnings. The second stage of the study will examine the growth or decline of the less favorable sectors and assess the job prospects in light of possible changes in business organization caused by mergers, alterations in size of firm, franchise-contracting-out arrangements, and the impact of government policies, as well as growth of trade unionism and controls over entry into the occupation.

Preliminary findings: It is indicated that advantaged workers have access to a series of functional alternatives that provide shelters from the competition of less advantaged groups. Among these are professional credentials, licenses, collective bargaining coverage, and work scheduled on a full-time, full-year basis. A further advantage that cuts across these categories is provided by internal labor markets in the form of job ladders and civil service status.

The probabilities of achieving a sheltered position vary regularly by occupation and industry, implying the importance of product markets. Whereas young men tend to move into these established positions as they gain more experience, women for the most part are excluded. Minority group members of both sexes have far less access than whites. Both women and blacks are heavily overrepresented in the less structured, peripheral parts of the market.

As previously reported, the earnings of married women constitute an important addition to family income, but typical jobs held by women do not by themselves provide adequately for fatherless families.

Completion is scheduled for December 1971.

2. "Youth Unemployment and Employment, A Comparative View." Against the background of European countries in which youth unemployment rates are gen-

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[3] Formerly 81-34-67-25.

erally lower than in the United States, this study explores differences and similarities in the positions of youth which may contribute toward an understanding of the variations in youth unemployment rates among countries. Attention is given to demographic developments, school attendance trends, the extent of concurrent attendance at school and work, and the interrelationships of youth labor force participation rates, population growth, employment, unemployment, and the attitudes of youth toward work. The relative demand for youth is analyzed by occupation, size of firm, wage level, region, and formal training arrangements for young people. Moreover, the institutions which prepare teenagers for work and assist in the transition from school to work are discussed from the national, regional, and special group (e.g., the disadvantaged) points of view.

The study covers 19 countries and is based both on the detailed analysis of relevant demographic, labor market, and economic data and on field research directed to eliciting employer opinions and practices.

Completion is scheduled for December 1971.

3. "Corporate Manpower Planning: Steel Industry." This study focuses on the introduction of new technology in the steel industry over the last 15 years, especially the transmission of information and the development of manpower in order to bring the new technology into being. The emphasis is placed on professionals, executives, and technical and skilled personnel who help install the new technology.

Preliminary findings: Steel managements tend to feel no particular difficulties in keeping abreast of changes in the nature of their technology, since much cooperation exists within the industry. Information has flown freely through journals, industry meetings, visits to plants, mobility of executive and professional employees, and joint training programs. However, all members of the industry do not necessarily adopt known technological improvements at approximately the same time. Investment in new capital facilities depends largely on anticipated market conditions, tax considerations, realizable savings, and other economic variables.

Also, a major change in technology is composed of many interrelated ongoing changes in the subcomponents of the technology, including the nature of raw materials, the chemistry and physics of processes, handling techniques, and speed of process. Thus, management, finding it difficult to forecast the precise nature of new skills that will be required and the precise time at which they will be required, tends to hire people with potential for acquiring needed skills.

There are also important differences among companies in their strategies with respect to timing in the adoption of new technology. Larger companies tend to develop more intensively specialized managers who make decisions about installing new technology. The recently growing research and development departments are assuming more influential positions in technical planning, although there are significant problems in their communications to higher level management. Limited profitability in basic steel in recent years is leading steel companies to consider new kinds of ventures for the utilization of their internally generated capital, and only a few of these new ventures utilize the technical skills on which steel firms have relied.

Completion is scheduled for December 1971.

4. "Aging in the Ghetto." This study examines the interrelationship of the processes of aging—the multiplication of health defects, the difficulties of access to job market information, and the impediments to access to social services—and how these processes contribute toward the loosening of ties with the world of work for minority group members. The study also explores the effects on ghetto residents of the cumulative relative deprivation of investments (such as education, job training, or health care) in human capital. It is based on intensive interviews with adults located in a black neighborhood in the central core of a large eastern seaboard city which had been experiencing a marked out-migration of industry, particularly of the kinds of firms that were the major employers of black men and women.

Preliminary findings: (a) Older black men and women are most likely to drift out of the labor force if they have no close family ties and responsibilities, if they do not have full-time or full-year jobs, and if they are recent migrants into an urban ghetto. (b) Blacks have experienced great difficulties in attempting to move near the new locations of firms that have been their major employers, even when the firms in good faith offered continued employment. This has contributed strongly to a feeling of abandonment by many blacks, particularly those with relatively strong attachment to certain firms or industries. (c) As services—particularly public services—in the black neighborhood deteriorate, the aging portion of the black community feels itself extremely exposed to a kind of social chaos. Many tend to withdraw to the relative security of their homes; the result is a marked decrease in physical mobility, even during the daytime. (d) In a time of declining employment in the central core of the city, when the proportion of friends and acquaintances still employed begins to fall drastically, traditional means of securing new employment opportunities become less efficient, and it is extremely difficult for a minority group member to develop alternative means. (e) Although a wide range of public assistance is available—housing, medical services, senior citizen recreational programs, and so forth—access to these programs depends to a great extent upon such things as literacy, personal relationships, and, to some extent, chance. As a result, a considerable proportion of the older black community, particularly men, who are most in need of the services offered by these programs, either do not learn of their existence, do not know how to go about obtaining the services offered by the programs, or are doubtful about their legal right to them. They tend to view waiting lines, for example, to senior citizen housing, as being in reality subtle screening devices designed to exclude everyone but a favored minority. (f) Many of the older members of the black community feel a sense of neglect because attention to the problems of youth deprives them of an audience for their problems. Nor can they see a way to organize themselves into an effective political group, which adds a feeling of political impotence.

Completion is scheduled for March 1972.

5. "The Theory of Manpower." This study examines how an expansion of skills determines an increase in the standard of living of the population and how the rate at which the "stock of skills" expands is governed by the society's values of orientation, political cohesiveness, economic organization, and human resource capabilities.

The study is divided into sections, the first of which focuses on economic development, or the macro-supply aspect of the theory of manpower. The second section examines the micro-supply aspect and stresses specific institutions that determine the development of manpower—the family, church, schools, the military, and employing organizations. This section also explores class structure and distribution of income. The last two sections point up the processes of the use of or demand for human resources. The section on macro-demand examines business expectations, government policy, and the effectiveness of the labor market, especially its facilitating mechanisms, including job information, selection, assignment, and on-the-job training, and their relationships in the utilization process. The analysis in this section also points up the serious costs of a loose labor market, stressing the utilization or nonutilization aspects from the viewpoints of the worker and of the employing organizations. The final section—the micro-demand aspect—explores the process of organizational affiliation in terms of organizational imperatives; e.g., the nature of the conflict between the needs of the organization and those of the individual. These needs are related to the fundamental problems that confront contemporary society.

The basic analytic matrix involves the evaluation of four interacting dynamic systems—values, government, economy, and manpower. The analysis shows that the rate of improvement in the quality of human life—the end of all social action—depends on the articulation among these four systems, rather than unilateral increases in the efficiency of any one system.

The major thrust of the analysis reflects a concern for the policy alternatives facing both developed and developing societies.

Completion is scheduled for September 1972.

6. "Growing Up in a Desegregated Environment." The Armed Forces were officially desegregated in 1948 and this study of a sample of more than 800 black and white noncommissioned officers in the Air Force and of their children was designed to explore the impact of this policy. Data from questionnaires distributed in 1969 and 1970 were analyzed in order to describe the experiences, attitudes, and aspirations of these military families and compare results for black and white fathers and children, as well as for children of military and civilian families.

Preliminary findings: The fathers' responses indicated that black NCO's tend to be in lower grades than whites with similar lengths of service and educational attainment. Moreover, more black than white military personnel are moonlighting and more wives of the former are working. The limited financial resources of many of the families may explain the finding that most white NCO's believe that blacks have better chances to get ahead in the military than in civilian life while less than half of their black counterparts agree.

There was evidence that the younger generation of whites is more receptive to integration than their fathers. On the other hand, although only a small minority of blacks favor all-black schooling, more children than fathers indicated such a preference. The extent of interracial contacts varied, because many of these families lived off base and the children attended local schools and used local recreational facilities.

As a whole, the black youth have high educational and occupational goals, although girls have lower aspirations than boys and white girls have the lowest. Few boys of either race plan military careers.

Completion is scheduled for March 1972.

7. "Employment Expansion in Suburban Labor Markets." This study combines two studies started separately—one under this title and the other previously designated "Quasi-Metropolitan Labor Markets." The purpose of the combined study is to describe and conceptualize the process of employment expansion in areas contiguous to central cities and to determine labor market implications. Five metropolitan areas of different types and sizes—Atlanta, Boston, Cleveland, New York, and Philadelphia—are being examined, principally through interviews with developers, firms and government agencies.

Preliminary findings: Uneven suburban growth has had sharply varying impacts on older and newer communities in these areas. The new interstate highway system and a generally improved highway network, coupled with rising automobile ownership, have produced a major restructuring of labor markets. Moreover, the trend to suburbanization appears to have been reinforced by new institutional structures, including industrial and office parks and shopping centers. Furthermore, the development of the suburban economy depends on labor from outlying areas, bringing satellite communities into the metropolitan system.

Completion is scheduled for September 1972.

8. "Upgrading the Blue Collar Worker: The New York Experience." This study evaluates the past experiences and future potential of training as an instrument for enhancing the job mobility of selected groups of blue-collar workers. The research focuses on five industries in New York City—apparel manufacture, food service, health services, local public transit, and construction. A review of the occupational structure of each industry is followed by analysis of income data drawn from a New York subsample of the Social Security Administration's continuous work history file for workers remaining within each of the industries for a 4-year period. Interviews with employers, union representatives, employees, training officials, and trainees are used to analyze the factors which facilitate or prevent advancement within the industries. Special attention is paid to the influence of occupational training on worker mobility.

Preliminary findings: The findings corroborate previous studies. The occupational structure is the most important determinant of upgrading opportunities, which are little affected by the expansion of formal training opportunities, including some training provided at vocational high schools and in Federal programs. The relatively informal upgrading practices in most industries often reflect racial and sex discrimination.

Completion is scheduled for September 1971.

9. "The Interface of Work and Welfare." This study examines the New York City welfare caseload with a three-fold objective: (1) To identify the particular groups with the greatest potential for work and self-support; (2) to understand the shifts between employment and public assistance; and (3) to analyze the impact of the Work Incentive (WIN) Program, under the Social Security Act Amendments of 1967, on the welfare program to date.

Utilizing data from the New York City Department of Social Services, the Department of Health, Education, and Welfare's Survey of Aid to Families with Dependent Children (AFDC) caseloads in 11 cities, and New York State surveys of characteristics of AFDC families and of Home Relief (HR) recipients, the present welfare population is being disaggregated, in the first instance through a pool-and-flow analysis of the individual categories: AFDC, AFDC-Unemployed Parent (UP), HR, and Old Age Assistance, Aid to the Blind, and Aid to the Disabled. Primary emphasis will be placed on the first three categories, which contain the bulk of able-bodied working-age and preworking-age persons. Among adult recipients, distinctions will be drawn by age, place of origin, migration, parental assistance, number and ages of dependent children, education, training, and work experience. For adolescent dependents aged 16 and over, who offer the greatest potential for future employability, information will be obtained on school history, vocational training, and work experience. HR and AFDC–UP caseloads will be specifically examined for openings, closures, and intercategorical shifts, relative to unemployment and employment. At selected centers, the case records of a sample of openings and closures and of recipients who voluntarily enrolled in the WIN Program will be analyzed.

Completion is scheduled for September 1972.

10. "Employment Expansion and Metropolitan Trade." This study focuses on the sources of employment expansion in metropolitan job markets resulting from exports to other metropolitan and nonmetropolitan centers, import substitutions, and increased local demand for goods and services. Using census data for 1940, 1950, and 1960 for 31 industrial classifications, researchers have analyzed changes in the industrial mix of imports and exports, as well as associated changes in the composition of employment. The analysis of trends in the export base (including services as well as commodities) and the calculation of its multiplier effect on other aspects of metropolitan output are critical new methods for estimating employment prospects and planning appropriate training programs.

Preliminary findings: About 75 percent of the variations in the rates of employment change among 368 metropolitan areas are accounted for by differences in the export base, counting both direct effects of changes on employment in the export sector and the indirect effect of the local multiplier.

It also appears that intermetropolitan trade is expanding at approximately the same rate as metropolitan employment, but metropolitan trade with nonmetropolitan areas is declining. The regional patterns of trade, employment expansion in trade activity, interregional and intraregional shift of export activity, and the degree of concentration were found to vary considerably by industry. There was a trend toward increasing diversification in the local sector; however, over half of the employment in exports was in one industry category for 145 metropolitan areas. The importance of the process of import substitution was found to have increased.

A high degree of transition is exhibited in the industrial composition of metropolitan employment in export activity. During the 1950's, 59 percent of job increases in export activity were offset by job decreases in other export industries in the same metropolis. A general upgrading of manufacturing export activity and a shift to the export of services appears to be underway. Low-productivity industries have relocated from large and medium-size metropolitan areas to small metropolitan areas and nonmetropolitan counties. Three-fifths of the job increases in metropolitan export activity represent geographical shifts. Changes in export activity accounted for a larger share of job decreases in the 1950's (44 percent compared to 26 percent during the 1940's) and a smaller share of job increases (19 percent compared to 26 percent).

Completion is scheduled for August 1971.

1.1.09 U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

CONTRACT 81-09-69-23[4]

AARON B. NADELL, MANPOWER DEVELOPMENT DIVISION, AIR FORCE HUMAN RESOURCES LABORATORY, AIR FORCE SYSTEMS COMMAND

EFFECTS OF MILITARY EXPERIENCE ON PROJECT 100,000 MEN

This study seeks to find out the impact of military service on young men accepted under the lowered mental test standards which applied in Project 100,000. Information on the experience, including training in the military and in post-military life, of these so-called New Standards men will be compared with data collected from a control group of men disqualified for service on mental test grounds. The study is designed to yield information that will be useful in assessing military manpower procurement policies as well as the civilian carryover of military training.

The Department of Defense has recently negotiated with a new subcontractor for the collection of information, and preliminary results are to be available in June 1972. Completion of the project is scheduled for September 1972.

1.1.10 EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

CONTRACT 81-32-69-03

DR. BENJAMIN SHIMBERG AND DR. BARBARA ESSER

IMPACT OF LICENSING ON THE SUPPLY AND MOBILITY OF SKILLED MANPOWER IN SELECTED NONPROFESSIONAL OCCUPATIONS

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[4] The Veterans Administration is also providing support for this project.

This study is an intensive probe of the extent to which licensing procedures and requirements restrict entry into and mobility within selected nonprofessional occupations where manpower shortages have been reported—plumber, electrician, practical nurse, dental hygienist, clinical laboratory technician, barber, and cosmetologist. The study covers eight States (Alabama, Arizona, California, Florida, Illinois, New York, Oklahoma, and Texas) and 24 municipalities within those States. Information is being sought in interviews with licensing officials, vocational educators, union officials, officers of occupational associations, employers, and licensing applicants. Topics to be explored include: The structure and operations of licensing boards; licensing requirements (e.g., age, sex, education, training, citizenship, and work experience); the examination process; communication between licensing agencies and applicants; existing training resources; and costs of licensing.

This research, an outgrowth of a pilot study by one of the above researchers, complements another current research project (see 1.1.24). Together, the two studies are designed to yield information that can be used to improve licensing standards and practices, the match between vocational preparation and the technical requirements of licensed jobs, and access to such jobs, particularly for disadvantaged workers. The findings of these complementary studies are being combined in one report, of which the highlights are reported here.

Preliminary findings: The researchers found a critical need for improved licensing information among school counselors and employment service representatives responsible for assisting jobseekers and among the prospective applicants themselves. They attribute this need to the wide variations from State to State in the number and type of licensed jobs and in licensing requirements and board practices, which are not indicated in informational materials distributed by State boards.

The variations, in turn, were traced to the lack of national standards for most of the occupations studied and the State boards' autonomy to establish their own rules and regulations and to grant waivers from such requirements. The absence of standardized procedures and uniform requirements was found to impede a licensee's freedom to move freely throughout the job market.

With the exception of the national testing program in dental hygiene and practical nursing, the researchers found licensing tests varied considerably in the quality of questions and degree of difficulty. The underlying lack of expertise in the development and scoring of tests raises serious doubts about their effectiveness as job skill measures, in the researchers' opinion.

Licensure was also found to create barriers to career development through fragmentation and specialization of job duties, as clearly evidenced in the health field. With each licensed job having its own rigid educational and training requirements, many workers of demonstrated capability cannot move up through the experience route—the only realistic alternative for the disadvantaged.

Specific licensing requirements were cited that pose entry barriers to the urban poor and minority groups. Many boards were found to be indifferent to the language barriers in the examination process confronting applicants who do not speak English. The cost of licensing—for application and examination fees, transportation to testing sites, and housing and meals during the examination not only for applicants but for their models in practical examinations—also represented hardships for disadvantaged applicants. Moreover, certain personal qualifications that were unrelated to job performance but required for entry into all licensed occupations posed entry barriers to certain urban groups.

The researchers recommended the establishment of a national information program and development of national occupational standards as a means of providing immediate improvements within the present licensing system.

Completion of the report is scheduled for September 1971.

1.1.11 GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

CONTRACT 81-09-70-02

HERBERT S. MILLER, LEONARD ZEITZ, STEPHEN B. ROSENBERG, INSTITUTE OF CRIMINAL LAW AND PROCEDURE, GEORGETOWN UNIVERSITY LAW CENTER

THE EFFECT OF A CRIMINAL RECORD ON EMPLOYMENT WITH STATE AND LOCAL PUBLIC AGENCIES

This study focused on State and local government policies and practices concerning the employment of individuals with criminal records (juvenile and arrest conviction records) and the extent to which they act as barriers to these individuals in obtaining public employment.

The researchers reviewed relevant constitutional, statutory, and administrative rules and regulations, as well as judicial interpretations, of selected political jurisdictions—including all 50 States, 310 cities with over 50,000 population, 301 counties with over 100,000 population, and selected multipolitical-jurisdictional organizations (such as port authorities, public service districts, and planning districts).

Mail questionnaires were sent to all civil service commissions and other important government agencies concerning legal requirements and day-to-day practices in the hiring of persons with criminal records and experience with those employed. Modified mail questionnaires were sent to public and private agencies concerned with finding employment for those with criminal records. Six jurisdictions (cities, counties, or States) were selected for intensive investigation of legislative requirements and administrative practices and procedures, both formal and informal, concerning the hiring of individuals with criminal records.

Preliminary findings: The researchers found rather widespread lack of policy statements to guide personnel departments in the use of criminal records to screen jobseekers as well as lack of uniformity in the application of existing policies. The investigators also found that juvenile records were frequently made available to employers, public and private, despite laws assuring the confidentiality of those records. The findings on the effects of arrest records as a barrier to employment are expected to raise substantial questions. The research is also expected to produce recommendations on the design and application of a model expungement statute.

Completion is scheduled for September 1971.

1.1.12 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 71–25–71–01

Dr. John T. Dunlop, Dean of the Faculty of Arts and Sciences, and Dr. D. Quinn Mills, John F. Kennedy School of Government

Feasibility Study of a Computer-Based Employment Information System for the Construction Industry

This exploratory study is attempting to develop a computer-based labor market information system which will assist in reducing unemployment and skill shortages in the construction industry. Based on an intensive analysis of two to four crafts, including those that use the exclusive referral or hiring-hall arrangement, and crafts that use an information network of personal contacts for hiring, the study will: (1) Examine the feasibility of using computers for facilitating movement of men among construction jobs; (2) establish the functional requirements of a computer-based system; (3) design such a system to a stage short of implementation, including design of reporting forms and procedures, specification of a data processing system, estimating the cost of the system, and obtaining cooperation of affected organizations; and (4) analyze the institutional impediments or objections to a computerized job-man matching system and seek to develop and describe institutional arrangements which will facilitate the use of such systems.

Completion is scheduled for December 1971.

1.1.13 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81–23–69–17

Dr. John T. Dunlop, Dean of the Faculty of Arts and Sciences, and Dr. D. Quinn Mills, John F. Kennedy School of Government

Manpower Development and Utilization in the Contract Construction Industry

This comprehensive appraisal of the construction industry's capacity to prepare for projected changes in its manpower requirements and effect racial integration in the construction trades focuses on the need to modernize the industry's training system. Problems to be explored include the relationship between seasonality and the continuity of training programs; the costs and data needed for developing techniques of manpower forecasting and work scheduling to improve the use of manpower; the use of labor-management training funds to improve and stabilize industry training programs; and informal methods of entry into the construction trades for minority workers. Data are being collected through: (1) Informal interviews with representatives of the contract construction industry, building trades unions, Federal agencies, and the academic community; (2) observation and analysis of selected training programs; and (3) analysis of statistics and research studies. The researchers are also examining affirmative action programs such as the Boston Plan, through which minority group members gain entry into building trades unions.

Completion is scheduled for February 1972.

1.1.14 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

CONTRACT 81–23–70–08

DR. PETER B. DOERINGER, DEPARTMENT OF ECONOMICS

SERVICE EMPLOYMENT, COLLECTIVE BARGAINING, AND THE LOW-WAGE LABOR MARKET

This study of the forces that determine the characteristics of jobs and employment in low-income labor markets tests the premise that instability of employment in these markets is the result of a deficiency in their employment function rather than in the skill training capabilities of individual job holders. The study is directed to three major questions: (1) What factors affect the quality of work in low-income labor markets? (2) What factors influence the transition of workers from low-income to high-income labor markets? (3) What types of Federal manpower programs will most effectively upgrade workers out of the low-income labor market or improve the quality and earnings potential of low-income work?

The investigation centers on the relationship between collective bargaining and low-wage service employment. Collective bargaining is thought to exercise a positive influence upon compensation, employment stability, career opportunities, and equitable supervision, and it occurs within the context of broader trends in the economy. A major part of the study involves an examination of those economic and legal forces which have either assisted or impeded the growth of collective bargaining in the service sector.

The major source of data and contacts is the Service Employees International Union (SEIU). Interviews are being conducted with officers and staff of the international and local unions, major employers, and staff members of employer associations. The union is providing data on economic conditions, wages, pensions, labor force mobility, and composition of membership as well as union documents such as convention proceedings, newspapers, journals, collective bargaining agreements and other manuals or internal memoranda. Finally, arrangements have been made to examine the SEIU-sponsored building service training program in Washington, D.C., funded by the Manpower Administration, and its relationship to the low-income, service labor market.

Completion is scheduled for October 1971.

1.1.15 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

CONTRACT 81–11–71–10[5]

DR. JOHN T. DUNLOP, DEAN OF THE FACULTY OF ARTS AND SCIENCES

STUDENTS FROM DISADVANTAGED MINORITY GROUPS

This project will: (1) Identify modifications which are needed to make the Master in Business Administration Program at Harvard more effective in providing services to minority students; (2) document modifications actually undertaken; and (3) analyze their effectiveness in promoting the employment of minority graduates in careers in business administration. The last objective is paramount in efforts to open new fields for all qualified personnel, especially for those minority group members previously denied equal employment opportunities.

The study group consists of minority graduates—about 150 to 175 in all—and a control group of graduates from Harvard's more traditional pool of students.

Completion is scheduled for June 1974.

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[5] This project is jointly funded with the U.S. Office of Education.

1.1.16 UNIVERSITY OF ILLINOIS
URBANA, ILL.

CONTRACT 81-15-69-07

DR. WALTER H. FRANKE, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

DEVELOPMENT OF A MODEL UNIVERSITY HUMAN RESOURCES PROGRAM

This project was designed to plan a model for a human resources program as a guide to the creation of university manpower centers. Primarily through workshops, the study attempted to develop an inventory of the types of services a university human resources program might offer, particularly in development of local, State, and regional manpower programs; experiment with programs for the dissemination of manpower information and ideas; and develop tentative research areas and designs.

Preliminary findings: The major activity was the staff's attempts to involve the university in the planning and development of manpower training programs at the State level, specifically the Cooperative Area Manpower Planning System. They participated in the gathering and evaluation of information on current manpower training programs in Illinois and the dissemination of such information to operating manpower agencies; conducted evaluative research on operating manpower programs; worked with other governmental agencies concerned with urban problems; and developed a graduate curriculum for the training of professional personnel for the human resource field. They also attempted to initiate university training for State and local CAMPS administrators.

They encountered two major problems: (1) Data collection and dissemination procedures, where they found a lack of feedback from the central statistical offices of State agencies to local and regional offices; inconsistent geographic breakdowns in the data among the serviced agencies; minimal exchange of data among the agencies; and inadequate analysis of data collected. (2) The staffing and operation of State manpower agencies, where they suggested that an effective governmental-university working relationship required that the State develop and adequately staff a centralized agency with the capacity and authority to develop the overview function in the manpower area.

Completion is scheduled for July 1971.

1.1.17 THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

CONTRACT 81-19-68-13[6]

DR. F. RAY MARSHALL, DEPARTMENT OF ECONOMICS, THE UNIVERSITY OF TEXAS

NEGRO EMPLOYMENT IN THE SOUTH

This project consists of several studies of the patterns of employment of Negroes in the South, especially their penetration of and occupational distribution in major industries. The causes of these patterns are being analyzed to provide guides for more effective means of promoting the employment and upgrading of Negroes. The studies cover employment patterns in seven southern cities (Atlanta, Birmingham, Houston, Louisville, Memphis, Miami, and New Orleans) and in selected industries (agriculture, the Federal Government, and State and local governments). Under a separate contract (see 1.1.40), additional research is being conducted on Federal employment and construction employment. Major data sources are the Equal Employment Opportunity Commission, the Department of Labor, the Civil Service Commission, the U.S. Commission on Civil Rights, the Department of Agriculture, and the Department of Health, Education, and Welfare, supplemented by data from local agencies and organizations and interviews with spokesmen for these institutions.

The examination of one of the cities, Houston, has been completed. It found that blacks in Houston's booming economy suffer from high unemployment, widespread underemployment, and pervasive poverty. Very few Negro women were employed in Houston's major industries, and black men were either underrepresented or concentrated in the lowest paying occupations or both. Besides overt discrimination, the study attributed this situation to the lack of public junior colleges, de facto school segregation, inadequate public transportation, labor unions generally insensitive to civil rights goals, and the lack of effective community organizations to press for change. Manpower programs were found to have been relatively ineffective for opening better paying jobs to minorities in the Houston labor market.

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[6] The Equal Employment Opportunity Commission is also supporting this project.

The Manpower Administration has initiated several remedial measures, either on its own or in cooperation with other Federal or State agencies. These include a developmental project to place qualified blacks in higher ranking occupations (see 1.3.67).

Completion of the entire project is scheduled for December 1971. The Houston study has been published (see 3.1.27), and the other studies are scheduled for publication during fiscal year 1972.

1.1.18 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

CONTRACT 81-09-70-19

SOL SWERDLOFF, DIVISION OF PROGRAM PLANNING AND EVALUATION

SURVEY OF OCCUPATIONAL TRAINING IN INDUSTRY

To help fill the gap in information on the training activities of the private sector, this pilot project is exploring: (1) The kinds and quality of training records kept by employers and the ease with which data can be retrieved; and (2) the feasibility of a periodic data collection program whereby employers maintain a diary of their current training activities.

Mail questionnaires are being sent to a sample of about 400 firms drawn from the recent BLS occupational survey in the metalworking industries and 100 in the electric power and telephone industries. About 300 interviews are being conducted—half to verify data reported by mail and half to test the feasibility of periodic collection of data.

Completion is scheduled for January 1972.

1.1.19 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

CONTRACT 81-11-71-11

JACK ALTERMAN, OFFICE OF PRODUCTIVITY, TECHNOLOGY, AND GROWTH

IMPACT OF GOVERNMENT PROGRAMS, WITH SPECIAL REFERENCE TO GRANTS-IN-AID, ON EMPLOYMENT AND OCCUPATIONS

In this project, data on government expenditures for calendar year 1970, or fiscal year 1970 or 1971, will be analyzed to discern their impact on employment and occupations. At each level of government—Federal, State, and local—the impact of grants-in-aid will be analyzed separately by function.

After making an inventory of Federal grants-in-aid and State grants to local governments, the researcher will estimate and analyze the employment impacts of these expenditures, as well as analyze the impacts of a changing structure of Federal programs on manpower and occupational requirements. This project should provide information which is essential for making program and policy decisions more responsive to changing needs.

Completion is scheduled for July 1972.

1.1.20 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

CONTRACT 81-11-71-16

ARNOLD STRASSER, DIVISION OF GENERAL COMPENSATION STRUCTURES

A STUDY OF PRIVATE PENSION PLAN PROVISIONS GIVING RISE TO INVOLUNTARY RETIREMENT

This study will examine the nature and the extent of private pension plan provisions that may give rise to involuntary retirement, thus establishing a framework for future studies of the operation of such provisions and their impact on workers. The study is being undertaken in response to the requirement in section 5 of the Age Discrimination in Employment Act of 1967 that the Secretary of Labor investigate possible discrimination in employment based on age and advise the Congress on appropriate legislation.

Completion is scheduled for December 1972.

1.1.21 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

CONTRACT 81-11-71-18

MRS. SOPHIA C. TRAVIS, DIVISION OF LABOR FORCE STUDIES

SURVEY OF RECENT COLLEGE GRADUATES

Because the marked change in the employment situation for college graduates has obvious implications for planning manpower policies and programs, this study is examining job-related problems encountered by recent graduates in moving from college to careers. In the October 1971 Current Population Survey, the Bureau of the Census will seek information from all members of the sample 16 to 34 years old who received degrees from a college or university in 1970 or 1971 on their jobseeking efforts, the kind of job obtained or sought and its relationship to field of study, and the effect of a loose labor market on future plans and attitudes toward work. The Bureau of Labor Statistics is designing the questionnaire and will analyze the data.

Completion is scheduled for June 1972.

1.1.22 LOUISIANA STATE UNIVERSITY
NEW ORLEANS, LA.

CONTRACT 81-20-70-20

DR. THERESA R. SHAPIRO, DIVISION OF BUSINESS AND ECONOMIC RESEARCH

NEGRO CONSTRUCTION CRAFTSMEN IN A SOUTHERN LABOR MARKET

This project consists of two parts. The first phase, based on published sources, interviews, and a mail questionnaire, is examining the labor market for construction workers in New Orleans. It is focusing on such issues as why there are no Negroes in certain craft unions, whether Negroes outside the unions work in these trades, and what impact the Department of Labor's Apprenticeship Outreach Program has had on the composition of segregated local unions. In addition, this phase of the project is assessing the extent to which the New Orleans labor market is representative of the South as a whole.

In the second phase, interviews with stratified samples of Negro and white construction workers are addressed to such questions as: Does integration equalize the work experience of Negro and white members of the same local? Do long-integrated and recently integrated locals differ in this respect? How do segregated locals function? Does a large supply of Negro labor affect union control over jobs? How does the nonunion Negro craftsman fare as compared with Negro union members of the same craft?

Completion is scheduled for April 1972.

1.1.23 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

CONTRACT 71-25-71-02

DR. CHARLES A. MYERS, DEPARTMENT OF ECONOMICS

LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED

This project consists of two related investigations of the operation of the labor market as it affects the disadvantaged. One is an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or dead-end jobs available to them in the secondary labor market. The second will examine the effectiveness of recruitment media used by large firms in the primary labor market.

Questions to be answered include: To what extent do large firms use referrals by present employees, direct advertising through newspapers, radio, or TV, and walk-in applicants? What are the ports of entry into their occupational hierarchy? How much progression takes place from within, by job posting or other selected methods? To what extent are entry-level job openings filled by referrals from such agencies as schools, private employment agencies, the Federal-State employment service, and federally financed manpower programs and services (including programs under contracts with private sponsors, such as the Urban League and Opportunities Industrialization Centers)? Why do officials in these firms use specified recruitment channels for different occupational levels within the firm? Do these channels differ among industries?

Methods to be used will include participant observation, surveys, interviews, and experimental and control groups.

(For other research projects concerning labor market information systems, see 1.1.03, 1.1.06, 1.1.12, 1.1.25, 1.1.27, and 1.1.42.)

Completion is scheduled for June 1973.

1.1.24 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

CONTRACT 81-24-68-45

DR. DANIEL H. KRUGER, SCHOOL OF LABOR AND INDUSTRIAL RELATIONS

OCCUPATIONAL LICENSING IN SELECTED STATES AND MUNICIPALITIES: ITS IMPLICATIONS FOR MANPOWER POLICY

This study explores the feasibility of developing statistics on: (1) The extent to which licensing affects the supply of manpower in nonprofessional occupations; and (2) the structure and operations of State, county, and municipal licensing authorities. Information is being gathered from licensing boards and officials in Georgia, Michigan, and Ohio on licensing procedures and requirements, as well as on the numbers of applicants, new licensees, renewals, practicing licensees, and persons who fail licensing examinations.

This research, an outgrowth of a pilot study, complements another current project (see 1.1.10). Together, the two studies are designed to yield information that can be used to improve licensing standards and practices, the match between vocational preparation and the technical requirements of licensed jobs, and access to such jobs, particularly for disadvantaged workers. The findings of these complementary studies are being combined in one report. (See 1.1.10 for highlights of the preliminary findings.)

Completion of the report is scheduled for September 1971.

1.1.25 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

CONTRACT 71-24-70-02

DR. MALCOLM S. COHEN, DEPARTMENT OF ECONOMICS

PLANNING AND CONCEPTUALIZATION OF A LABOR MARKET INFORMATION SYSTEM

This project, one of several being conducted to develop the comprehensive labor market information system (LMIS) which the Congress directed the Department of Labor to establish, concerns the generation and dissemination of statistics needed by Federal, State, and local LMIS users. (Related studies are described in 1.1.03, 1.1.06, 1.1.12, 1.1.23, 1.1.27, and 1.1.42.) In the first phase of this project, the needs of labor market users and the major data bases were identified, many segments of the data were set up for computer retrieval, and the effectiveness of the data bank was evaluated.

Building on that work, the project has entered its second phase in which additional data are being developed, a model is being constructed and tested which can provide answers to various policy questions, and users are being trained in the techniques employed and uses of the data for area manpower planning. The additional data include the development of new labor market indicators, such as information on the interaction between supply and demand, the determinants of job changing, and ways of obtaining information on job changing, as well as the expansion and implementation of various data bases for Denver, Detroit, and Milwaukee, where some data were obtained in the first phase of the project. The model which is being constructed will permit questions to be posed about the management of the employment service; the determinants of labor supply, labor demand, and job changing; and the use of various types of labor market intermediaries in a local labor market.

All data will be stored in the Michigan Computer Center, thus permitting selected users instant access, through use of the telephone and computer terminal, to a variety of manpower data useful for policy and program decisions. An advisory council of potential users will be set up to test the efficacy of the model, seminars will be held for users, and full documentation prepared to make the model usable by others.

Completion is scheduled for August 1973.

1.1.26 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

CONTRACT 81-24-68-33[7]

DR. JERALD G. BACHMAN, SURVEY RESEARCH CENTER

YOUTH IN TRANSITION

This longitudinal project investigates three basic questions: (1) To what extent do differences in the behavior of boys in school, at work, and unemployed reflect established differences in background, attitudes and motives, and/or different environments? (2) Do differences in school environment have an observable effect on the boys' education and social adjustment? (3) Why do boys leave school before graduation, and what happens to them when they enter the labor market?

The study group consists of boys who were in the 10th grade in 1966 in about 100 schools that make up: (1) A probability sample of the Nation's schools; and (2) a small discretionary sample of schools with special characteristics (for example, vocational schools or schools with Elementary-Secondary Education Act title I funds). An initial sample of over 2,500 boys was interviewed in the fall of 1966; over 2,200 of them were reinterviewed in the spring of 1968; nearly 2,100 again in the spring of 1969; and nearly 1,800 in the late spring and early summer of 1970. Data are being gathered from the boys through personal interviews and group-administered tests and questionnaires, and information about school organization and environment is being obtained from principals, counselors, and teachers through self-administered questionnaires.

Preliminary findings: By the 1969 survey, more than 200 of the boys had dropped out and remained out of school. The most frequent reason given for having dropped out, whether temporarily or permanently, was some aspect of the school environment, school personnel, or both. Dropouts were found to be lower than average in school ability, reading skills, and the like. A matched group of "stay-ins" from the same schools and the same socioeconomic levels were also below average. Although the differences here were much smaller, the data nevertheless confirmed that dropping out is related to academic ability, after controlling for important aspects of school and family environment. Both before and after dropping out, dropouts reported consistently higher levels of delinquency than the matched group of students who stayed in school.

Two volumes of the report on the study have been published (*Youth in Transition: Volume I—Blueprint for a Longitudinal Study of Adolescent Boys* and *The Impact of Family Background and Intelligence on 10th Grade Boys*), and a third is scheduled for completion late in 1971. A special report dealing with vocational education and guidance is scheduled for completion in the autumn of 1971.

1.1.27 NATIONAL BUREAU OF ECONOMIC RESEARCH, INC.
NEW YORK, N.Y.

CONTRACT 71-36-71-03

DR. SAMUEL S. BOWLES, RICHARD EDWARDS, DAVID GORDON, MICHAEL REICH

IMPLICATIONS OF LABOR MARKET STRATIFICATION FOR THE LABOR MARKET INFORMATION SYSTEM

In the light of recent research suggesting the existence of two labor markets—a primary, high-wage, stable-employment market and a secondary, low-wage, unstable-employment market—this project seeks firmer knowledge of labor market stratification and what this may imply for the design and operation of a labor market information system (see 1.1.03, 1.1.06, 1.1.12, 1.1.23, 1.1.25, and 1.1.42). Using data from a variety of sources, including the Urban Employment Surveys of the Bureau of Labor Statistics, the longitudinal studies of labor market behavior by The Ohio State University (see 1.1.31), and historical case studies of local labor markets, this project will test a variety of hypotheses about the boundaries, characteristics, and evolution of stratification in the labor market.

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[7] The Office of Education, U.S. Department of Health, Education, and Welfare is providing major support for this study.

Completion is scheduled for March 1973.

1.1.28 NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

CONTRACT 81-11-71-09[8]

DR. SAR A. LEVITAN

MANPOWER RESEARCH AND THE FORMATION OF MANPOWER POLICY

Working closely with Government and the research community, the National Manpower Policy Task Force is reviewing current manpower information and assessing it in relation to the need for new and changing manpower policies, programs, and research. Special papers and reports are being prepared on priority policy issues.

This project extends through January 1973.

1.1.29 NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

CONTRACT 81-09-70-16

DR. LEONARD A. LECHT, CENTER FOR PRIORITY ANALYSIS

MANPOWER IMPLICATIONS OF NEW LEGISLATION AND NEW FEDERAL PROGRAMS

This project is analyzing the implications for employment and manpower of new or proposed Federal legislation and programs in four separate studies: (1) The Family Assistance Plan: Its Impact Upon the State Employment Services, (2) Manpower Needs in State and Local Public Safety Activities: The Impact of Federal Programs, (3) Toward Developing Relationships Between State and Local Government Programs and Federal Policies and Grants, and (4) The Conversion of Engineering Skills for Use in the Health Industry. The first two, which have been completed, are summarized below, along with brief summaries of the third and fourth, which are still in progress.

1. *The Family Assistance Plan: Its Impact Upon the State Employment Services,* by Morris Cobern. This project analyzed the potential manpower implications of legislation such as the Family Assistance Plan (FAP) which was proposed in 1970. Projections for 1975 were made of the expected number of FAP clients in each State who would be required to register with the State employment service (ES) systems, as well as estimates of the impact of the increased workload on the ES manpower requirements. In addition, projections were prepared of ES regular workloads and job openings which would result from turnover.

The study found that while potential FAP clients would represent a small portion of the ES clients, their need for intensive services would occupy a disproportionate number of ES workers and thus require a substantial increase in ES employment levels. Altogether, legislation such as the Family Assistance Plan, expected growth in other workloads, and recent rates of attrition would likely generate more than 19,000 job openings annually in the State employment services during the early 1970's. Some of these new workers could be members of the disadvantaged groups the Family Assistance Plan was designed to assist.

2. *Manpower Needs in State and Local Public Safety Activities: The Impact of Federal Programs,* by Morris Cobern. This study analyzed the implications of new Federal programs and legislation on manpower requirements in law enforcement and criminal justice. Projections of manpower needs for the various components of the law enforcement-criminal justice-corrections system were made to 1975, taking into account possible changes in technology, employment practices, and the increasing recognition of the need for reorientation of the system.

The study found that in the first half of the 1970's, State and local police departments, correctional institutions, and probation-parole agencies would need over 75,000 workers annually to meet growth and replacement needs. A greater emphasis on efficiency and rehabilitation in crime reduction activities could generate more job openings for nonuniformed workers, such as meter maids, clerical workers, computer workers, teachers, social workers, and service workers than for uniformed personnel. About half of these jobs would not require stringent physical and other qualifications.

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[8] Formerly 81-09-66-31.

The report also concluded that there is an urgent need to evaluate the entire criminal justice system—the police, the courts, the probation-parole activities, and the correctional institutions—as a whole, since unbalanced growth in one part of the system may exacerbate problems in other parts of the system.

3. "Toward Developing Relationships Between State and Local Government Programs and Federal Policies and Grants." This study is attempting to identify priorities for further research to determine the impact of Federal grants-in-aid or revenue sharing upon the employment configurations of State and local governments. The impact of Federal activities in selected States and localities is being examined and the occupational needs these activities have generated are being compared with the occupational patterns for the entire government program. Projections are underway of State and local government employment for each program area based on estimates of future workloads and trends in the quality and scope of services.

Completion is scheduled for July 1971.

4. "The Conversion of Engineering Skills for Use in the Health Industry." This study is analyzing the potentials of the health industry to provide jobs for unemployed defense- and space-related engineers and scientists. The work-related characteristics of unemployed engineers are being compared with those of engineers and related workers—such as systems analysts, operations researchers, and administrative workers—in the health industry. The number of employment opportunities for such workers and the total supply from all sources are being estimated to assess potential opportunities for engineers from defense production and space activities. Recommendations are being formulated to tap this market for the engineers' talents and help them adapt to its needs.

Completion is scheduled for October 1971.

1.1.30 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 81-34-69-16

Dr. David Rogers, Graduate School of Business Administration

Interorganizational Relations and Inner-City Manpower Programs

This is a pilot effort to develop a set of propositions about how particular organizational forms and interorganizational relations affect the delivery systems of inner-city manpower programs for the disadvantaged. It extends an exploratory study by the researcher (see 3.1.16). Case studies of program administration in New York, Cleveland, and Philadelphia are being used to: (1) Identify and analyze the most successful and unsuccessful organizational relationships within and between various manpower agencies and between such agencies and other political and social agencies also concerned with the delivery of manpower services; (2) to develop indicators characterizing such relationships; and (3) to develop model designs for manpower programs in urban areas.

Completion is scheduled for October 1971.

1.1.31 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO and

BUREAU OF THE CENSUS U.S. DEPARTMENT OF COMMERCE
WASHINGTON, D.C.

Contracts 81-37-69-15, 81-37-70-18[9]

Dr. Herbert S. Parnes, Center for Human Resources Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

National Longitudinal Studies of the Labor Force Behavior of National Samples of Men (45-59), Women (30-44), and Male and Female Youth (14-24)

This study is probing the relationship among factors that influence the work behavior and experience of four groups: Young men and women, aged 14 to 24; men, aged 45 to 59; and women, aged 30 to 44. Whereas available data single out some important correlates of the job difficulties of these groups (for example, inadequate education), the present study focuses on the interaction among economic, sociological,

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[9] Formerly 91-37-68-21, 81-08-38, and 81-34-28.

and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not. The completed study will constitute a comprehensive body of data on labor mobility for the above segments of the labor force.

This study contemplates six consecutive surveys (mostly by interview) of each group at 1-year intervals, except for the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. The Bureau of the Census draws the samples and collects and tabulates the data.[10] Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group.

Seventeen annual surveys have been conducted by the Bureau of the Census: Five for the young men and four for each of the other groups.

All of the annual reports on this study are being reproduced as Manpower Research Monographs. The seven received this far are listed as items 3.1.62 through 3.1.65. The three reports received during fiscal year 1971 are summarized in item 2.1.11; those completed during fiscal years 1969 and 1970 were summarized in *Manpower Research Projects* for those years.

1.1.32 OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION

STILLWATER, OKLA.

CONTRACT 81-38-69-19

DR. DAVID W. STEVENS, SCHOOL OF BUSINESS AND PUBLIC ADMINISTRATION, UNIVERSITY OF MISSOURI-COLUMBIA

THE EFFECTS OF SUPPLEMENTAL LABOR MARKET INFORMATION IN ENCOURAGING SELF-INITIATED JOB FINDING

An outgrowth of an earlier research project (see 3.1.66), this study explored whether registrants at public employment offices who are provided with supplemental labor market information will more often find jobs on their own and what personal characteristics are associated with success in using the information. The study also worked out detailed procedures to adapt successful experimental methods for use in normal operations throughout the public employment service.

Each registrant in an experimental group was given a special package of services and information: for example, a job search plan, counseling on jobseeking techniques and job-finding strategy, and information on employers who had previously hired workers with similar experience and skills. Members of both the experimental group and a control group of registrants receiving only standard services were interviewed to obtain the following data: Use of information by recipients and any others; number of employer contacts made; duration of unemployment after registration; sources of other information used; source of information leading to employment; earnings in the job secured; and stability of postregistration employment. Information on receptivity to the approach was obtained from participants, employment service personnel, and selected employers.

Preliminary findings: Negroes who received the supplemental labor market information package were more successful in finding jobs than their counterparts in the control group. In fact, the experimental group more often made personal contact with employers listed in the supplemental information than with those they were referred to for known job openings. This suggests a need for further research into the referral process, the researcher concluded.

He also found a need for an incentive scheme that will persuade local employment office staff to work toward new goals, if the local office operation is to become more than a niche-filling activity.

The report is expected in September 1971.

1.1.33 OPTOMETRIC CENTER OF NEW YORK

NEW YORK, N.Y.

CONTRACT 81-34-70-11

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[10] Data tapes from this study are available at cost from the Demographic Surveys Division of the Bureau of the Census.

Dr. Alden H. Haffner

A Study of the Present Utilization and Projected Need for Paraprofessional Personnel in Optometry

As a basis for providing meaningful job opportunities for the disadvantaged in health occupations, this study has investigated the current number, duties, education and training of ancillary optometric personnel and the projected need for such employees. The study further determined the type of formal training program required to meet the increased public demand for quality vision care and create career ladders for technical occupations in optometry.

A stratified sample of the Nation's practicing optometrists was surveyed by mailed questionnaires. Questions covered the present and potential utilization of ancillary optometric personnel and the relation of specific job tasks to requisite levels of education and training and capacity for independent action. This information should permit the grouping of job tasks into various job descriptions.

Preliminary findings: It was found that many optometrists currently use assistants in their practice, but these assistants most often work at routine office jobs rather than perform technical services. Optometrists generally agreed with the need for increased use of optometric assistants for a number of technical jobs, assuming that the assisting personnel would be appropriately trained. However, no such training has yet been established, just as there is no system of formal recognition and systematic utilization of technical optometric assistants. Accordingly, the researcher recommended that formal training programs be developed to open new technical careers in optometry.

Completion is scheduled for August 1971.

1.1.34 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Contract 81–40–70–06

Dr. Louis Levine and John H. Norton, Institute for Research on Human Resources

Simulated Urban Area Manpower Data System for Manpower Program Planning and Management

This project seeks to conceptualize a central coordinated manpower information system for an urban area by using data contained in the operating records of, or derived from the services rendered by, local human resource and manpower agencies. The major purposes to which the information system is directed are manpower program planning; identification and analysis of manpower services and operations; management and supervision of manpower staff resources and facilities; evaluation of performance; and budget management, including development of budget requirement and cost-effectiveness analyses.

The project is intended to yield a comprehensive body of information on the design, structure, content, and technology of a central manpower data bank. It is expected to assess the feasibility of such a program through investigation of the possible acceptance of and participation in a central manpower data bank by local agencies and through testing common definitions, simulated reporting forms, instructions, and schedules.

Completion is scheduled for August 1971.

1.1.35 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Contract 81–42–71–02

Dr. Herbert R. Northrup, Industrial Research Unit

Upgrading Laborers in Pulp and Paper Mills Through Training

This study of voluntary programs in the southern paper and pulp industry to train middle-aged and older black laborers to enter lines of progression leading to skilled jobs covers the programs of the Continental Can Co., Hodge, La.; Georgia Kraft Co., Rome and Macon, Ga.; and Scott Paper Co., Mobile, Ala. For each of the three companies, the researcher is studying the program's curriculum, methodology, records, and performance. Site visits will be made and procedures have been set up for the regular measurement, observation, and examination of the programs and the experience of the participants (especially promotions achieved). Information is also being obtained on the programs' impact on the community, white employees, and managerial attitudes.

The merits of each program will be assessed to determine which types and approaches have produced the best results, under what conditions and why, and which might be generally applicable to upgrading workers in low-paying, dead-end jobs. It is hoped that characteristics of a model upgrading program can be specified.

Completion is scheduled for August 1971.

1.1.36 RECRUITING MANAGEMENT CONSULTANTS, INC.
NEW YORK, N.Y.

Contract 81–36–71–07

Evelyn S. Freeman

A Study of Black Male Professionals in Industry

The objective of this study is to analyze problems confronting black professionals in industry as a basis for developing and promoting programs in government and industry to make full use of their skills.

In interviews with 500 black male professionals with industrial experience, the researchers will review their careers and analyze their progress and their attitudes toward the industrial system. For a sample of about 100 of the men, immediate supervisors, subordinates, and coworkers will be interviewed to obtain information on their attitudes toward, and evaluation of, the men's background, work performance, and work relationships.

Completion is scheduled for November 1971.

1.1.37 SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Contract 89–17–71–03

Charles V. Matthews and Dr. Richard Swanson, Center for the Study of Crime, Delinquency and Corrections

Study of Adequacy of Prisoner Work-Release Law and Related Regulations and Practices Facilitating Wider Use by Inmates of Community-Based Manpower Programs

Information on State laws, experiences, problems, and practical remedies concerning prisoner release for participation in employment and public manpower training programs located outside prisons will be gathered in this project. Its objectives are to: (1) Determine, for States with prisoner work-release laws, (a) the nature and extent of inmate participation under such provisions over the past 3 years in community-based employment, job-training, and educational programs and (b) the specific provisions of such laws which may hinder such participation; (2) analyze, for States without work-release laws, whether and how inmates have been permitted to participate in community-based employment and job training programs; and (3) assess the extent to which Federal Executive Order No. 325(a), which prohibits the employment of prisoners in performance of a Government contract, has hindered the establishment of needed programs of job training and placement for work-release prisoners.

In addition to the detailed legislative analysis, the researcher will survey the administrators of, and participants in, work-release programs at various levels; analyze community-based manpower programs which can serve work-release prisoners; and review the literature on work and education release practices.

The project is expected to produce a model State work-release law, including administrative policies and regulations; recommend strategies to increase participation in work-release programs by agencies and clients; and propose remedies for problems encountered by manpower programs which serve offenders in work-release status.

Completion is scheduled for July 1972.

1.1.38 TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Contract 81–40–69–20

Dr. Kenneth McLennan and Dr. Paul Seidenstat, Department of Economics

Employment Implications of Firms Entering and Leaving An Urban Labor Market

This project investigated the effects of business movement into, out of, and within Philadelphia on employment—particularly on access to job opportunities by inner-city residents—by occupation, type, and characteristics of industry in low-income and high-income sectors of the area. The occupational characteristics of employees in the ghetto, other sections of the city, and the suburbs were compared. The study also analyzed the geographic concentration of employment by industry in relation to residence of workers and commutation patterns, and factors affecting locational choice of business and industrial firms.

Data were obtained from firms which, during 1967: (1) Entered or left the central city; (2) changed location within the central city; and (3) entered or left a suburban county within the Philadelphia area. In addition, 1968 employment data for all firms located within the city were analyzed by location and industry.

Preliminary findings: Philadelphia gained 4,000 jobs from the shifting of businesses into and out of the city in 1967, and the gains benefited nonghetto areas more than ghetto sections. North Philadelphia, the largest ghetto area, lost employment, particularly in manufacturing.

Most firms involved in the shifts were in wholesale and retail trade. There were, however, notable overall losses in machinery and chemicals, leather, textiles, and apparels, but gains were made in small-scale specialized firms in such industries as electrical machinery, food products, and trade.

Firms entering and leaving were about the same size except in manufacturing, where larger firms were leaving and smaller ones entering. A surprisingly large proportion of entry and exit firms were family-type businesses which did not employ significant numbers of workers.

A major finding is that job opportunities were concentrated within the central core of the city, so that ghetto residents lived close to a substantial proportion of city jobs. However, for some of those who relied on public transportation to work, isolation from major transit routes was a problem that needs further study.

The findings confirmed other evidence that low-income sections of cities do not attract new or expanding firms in most industries. Tax policies, transportation costs, the local labor market, the existence of external economies, and the availability and cost of sites are usually disadvantageous in ghetto areas compared with other potential locations. Hence, direct assistance which would encourage new businesses to move to the central core of a city or attempt to retain those already in this area must counteract powerful economic forces. Moreover, unless some conditions are attached to assistance programs, there is no assurance that they will reduce unemployment among central-city residents, since many businesses in low-income neighborhoods rely on outside sources of labor. To reduce ghetto unemployment, a selective policy which concentrates on assistance to companies willing to invest in employment and training of disadvantaged workers, similar to the JOBS Program, would have possibilities of success, in the researchers' opinion. Furthermore, they recommended that attempts to develop more minority group entrepreneurs should also encourage them to start their new businesses in sections of the city which present the greatest opportunities, not just in the ghetto.

The report is expected in August 1971.

1.1.39 TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

CONTRACT 81–46–68–16

DR. PAUL MILLER, DEPARTMENT OF ECONOMICS, SCHOOL OF BUSINESS ADMINISTRATION, WRIGHT STATE UNIVERSITY, DAYTON, OHIO

THE ROLE OF FARM LABOR MARKET INSTITUTIONS IN THE LOWER RIO GRANDE VALLEY OF TEXAS

This study analyzed the employment patterns of farm labor in the Lower Rio Grande Valley of Texas, where there is a decreasing demand for unskilled farm labor, increasing mechanization, an uncertain supply of trained agricultural technicians, a high proportion of generally unskilled minority group members (primarily Mexican Americans), and relatively heavy dependence on farm employment. Attempts will be made to identify and determine the causes of the farm labor force's unemployment, underemployment, and mobility and to isolate factors—particularly those related to labor market institutions—hindering job market adjustments. The study also considers problems resulting from the migration of farmworkers from the Valley to other parts of the country for seasonal farm employment.

Information has been obtained from a sample of present and former farmworkers; crewleaders and employers; and community, business, labor, and government leaders.

Preliminary findings: The typical male household head, the primary breadwinner in the family, was over

45 years of age, born in Mexico, and employed in agriculture most of his life. In 1969, he pieced together 32 weeks of work in the course of the year, at a series of farm jobs in the Valley and elsewhere, for annual earnings of only about $1,800. (Female household heads averaged only $1,000.) Most families were large, and wives and children were expected to work in the fields. The combined income of all family members averaged less than $3,350. The average male household head was unemployed for 12 weeks out of the year and out of the labor force entirely for approximately 8 weeks.

Because of the necessity to migrate for substantial portions of the year, the role of the employment service in organizing the farm labor market was important, but crew leaders and labor contractors performed as market intermediaries in assembling crews and arranging work itineraries. But with opportunities for seasonal farmwork becoming less plentiful, and with the workers' capacity for adjusting to other occupations limited by language and other handicaps, the outlook for even intermittent employment was regarded as questionable.

The report is expected in August 1971.

1.1.40 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

CONTRACT 81–46–70–24

DR. F. RAY MARSHALL, DEPARTMENT OF ECONOMICS

NEGRO EMPLOYMENT IN THE SOUTH: THE FEDERAL SERVICE AND THE CONSTRUCTION INDUSTRY

This two-part study expands the researcher's study of Negro employment patterns in the South (see 1.1.17). The first component of the present study is an examination of patterns of Negro employment in the Federal Service in 13 States and 25 metropolitan areas of the South; the second, a pilot examination of patterns of employment among Negro construction contractors in two southern cities—Atlanta, Ga., and Houston, Tex.

The Federal Service study is adding to the informaion obtained in the earlier study the 1969 data now available from the Civil Service Commission and collecting more detailed information through field interviews.

The construction industry study is designed to determine the feasibility of a larger scale study. In the initial effort, approximately 100 interviews are being conducted in Houston and Atlanta with selected civil rights and union leaders, Negro and white contractors, and others with construction industry experience to explore such areas as patterns of employment and training of black journeymen, the role of black contractors in various sectors of the industry, and the experience and attitudes of black apprentices and helpers.

Completion is scheduled for September 1971.

1.1.41 TRANSCENTURY CORPORATION
WASHINGTON, D.C.

CONTRACT 81–11–71–08

DAVID S. NORTH

ALIEN WORKERS: A STUDY OF THE LABOR CERTIFICATION PROGRAM

This study is an examination of the Department of Labor's alien labor certification program. Information is being obtained by interviewing persons who have worked with the program, reviewing the existing literature, and analyzing statistical and other available data relating to immigration into the United States.

Completion is scheduled for July 1971.

1.1.42 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

CONTRACT 71–53–70–01

DR. GEORGE P. HUBER, DEPARTMENT OF BUSINESS AND INDUSTRIAL ENGINEERING

JOB BANK: A CASE STUDY OF A MANPOWER PROGRAM

This study focuses on the job bank, which is an integral part of the comprehensive labor market information system the Department of Labor is required to establish under section 106 of the 1968 amendments to the Manpower Development and Training Act (see 1.1.03, 1.1.06, 1.1.12, 1.1.23, 1.1.25, and 1.1.27). Job bank is a computer-assisted system of job-order development, distribution, and control now in use in selected offices of the public employment service. The system provides all counselors and placement interviewers in the State employment service and cooperating agencies within a given metropolitan area with daily listings of job openings known to the employment service or these agencies.

The purpose of this research is to collect and analyze performance data pertaining to the job bank program and to assess their implications for the decision-making process and the direction and structure of the program. The data being gathered reflect the effects and distinguishing characteristics of individual job banks. In addition, the researcher is feeding back his findings to job bank administrators and analyzing the manner in which this feedback affects decisions by the administrators.

Completion is scheduled for August 1972.

1.1.43 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

CONTRACT 81–55–71–04

DR. GERALD G. SOMERS, CENTER FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION

TRAINING AND SKILL ACQUISITION: A PILOT CASE STUDY

In this study, training activities within a single large machine-tool plant are being analyzed in detail. The objectives are: (1) To document the extent, character, and cost of training within one company; (2) to determine the relative significance of on-the-job training, vocational education, manpower programs, learning-by-doing, and other forms of skill acquisition; (3) to compare the accuracy of data on training obtained from employees with data obtained from company records; (4) to ascertain whether employee recall on training differs when surveyed by mail questionnaire or through interviews; and (5) to provide workable definitions of training activities for use in future surveys and analyses of private training, as a by-product of the research.

Data are being collected from company personnel records, from officials and employees (both present and former), and from union representatives and community organizations by questionnaire and interview.

Well into the project, the firm unexpectedly announced its decision to shut down its operations on March 31, 1971. This development added a new dimension to the study: The usefulness of the company's training to workers when they leave the company.

Completion is scheduled for September 1971.

1.2 PROJECTS IN PROCESS ON JUNE 30, 1971—Research Contracts Under the Economic Opportunity Act (EOA) and the Social Security Act (SSA)[11]

1.2.01 BOSTON UNIVERSITY
BOSTON, MASS.

Contract 51–23–70–04

Dr. Robert Chin, Human Relations Center

Impact of Employment of Disadvantaged on Industrial Organizations

This project is investigating the effects of employment programs for the disadvantaged on two different types of organizations—a manufacturer and a service company. The ways in which companies attempt to deal with these new workers, the intra-organizational processes which occur in this adaptation process, and the perception of these changes by various people in the company are being examined. Data are being gathered largely through individual and group interviews, supplemented by questionnaires. The findings, integrated with existing knowledge about the social psychology of organizations, will be used to delineate the nature and solution of some of the problems associated with employing the disadvantaged and to derive hypotheses for later empirical testing.

Completion is scheduled for September 1971.

1.2.02 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 51–25–71–03

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Determining Priorities Among and Services for Assistance Recipients Under the Manpower Components of the Work Incentive (WIN) Program and the Family Assistance Plan (FAP)

The primary objectives of this project are to: (1) Establish priorities for the use of scarce manpower resources to serve WIN or FAP recipients; and (2) develop guidelines that will aid in determining which recipients ought to get what services under WIN or FAP.

A cross-disciplinary team of researchers will meet to specify the major issues involved in planning the delivery of manpower services to welfare recipients. Individual team members will then deal with selected issues according to their areas of expertise (e.g., forecasting and projections or measurement of employment potential), study available literature and data, and interview a limited number of WIN administrators about current methods of determining service packages for WIN recipients.

Completion is scheduled for November 1972.

1.2.03 BRANDEIS UNIVERSITY
WALTHAM, MASS.

Contract 51–25–71–05

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Some Aggregative Effects of Manpower Programs on Long-Run Economic Growth and on Short-Run Fluctuations in Employment

The primary objectives of this study are to: (1) Investigate whether manpower programs alter long-run trends in economic output and its distribution; and

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[11] Requests for information concerning these contracts should be directed to the researchers.

(2) examine how manpower programs alter the short-run response of employment to changes in output for various occupational groups and at different stages of the economic cycle.

For the first part of the study, the principal question is the ease with which producers can substitute one factor of production for another (for example, workers of higher skill for workers of lower skill), since the ease of substitution determines what effect adding units of one factor relative to the others will have on output and on the distribution of earnings among the factors. A production function for the economy as a whole and for the nonagricultural sector will be estimated, using data on employment by broad occupational groups, on the capital stock, and on capacity output (actual output adjusted for the unemployment rate), with varying assumptions about the rate of technological change. From these estimates, the researcher will predict the effects on output of additional workers of different skill levels trained under manpower programs and identify broad occupational categories where diminishing returns from additional workers would limit the opportunities for expanded training.

In the second part of the study, a model will be developed to analyze the effects of given changes in the output on the employment of various kinds of workers (unskilled, skilled, and white-collar). Account will be taken of the costs associated with reducing or expanding employment (severance pay, overtime, or training, for example) for the different groups of workers and the relationship of those costs to the timing and size of the changes in employment. The investigation of the effects of manpower programs on employment stability will seek to determine how they change the various costs and how the costs, and hence the effects, differ at different stages of the business cycle.

Completion is scheduled for October 1972.

1.2.04 THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Contract 51–09–69–02

Dr. Leonard H. Goodwin

The Work Orientations of Welfare Recipients Participating in and Eligible for the Work Incentive (WIN) Program

This study investigated the "work orientations" of welfare recipients, as defined by: (1) Individual goals in life and work; (2) beliefs about how these goals will be attained; (3) attitudes toward work; and (4) expressed intentions to work. Data for the study were obtained primarily through interviews with approximately 3,000 WIN trainees, and almost 500 WIN staff members and personnel of the public employment service. Several hundred middle-class urban families were also interviewed about their work orientations.

Preliminary findings: The WIN staff was found to have systematically underestimated the positive work orientation of WIN trainees. There was no indication that WIN trainees reject the American "work ethic" any more or less than members of the regular work force.

Most WIN enrollees felt quite insecure about their ability to achieve job success, and this feeling was exacerbated when the job they expected to get upon completion of their training failed to materialize. The researcher concluded that a manpower training program that cannot deliver an adequate job following training may be doing the trainee more psychological damage than if it had not enrolled him at all.

Teenagers were found to have different orientations toward work than adults and tended to cluster with their peers. Therefore, the researcher recommended consideration of programs developed on a peer-group, rather than an individual, basis.

Completion is scheduled for August 1971.

1.2.05 THE BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 51–09–70–02

Dr. Leonard H. Goodman and Mrs. Laure M. Sharp

Employment Contexts and Disadvantaged Workers

This study focused on the processes by which persons completing training in the Work Incentive (WIN) Program are absorbed into employment in order to recommend ways of facilitating the integration of such employees. The study investigated: (1) The norms and expectations which regulate the employee role—such as punctuality, attendance, relationships with others, and productivity; (2) the limits of tolerance with respect to such norms, sanctions imposed, and differential enforcement between the disadvantaged and other workers; (3) special provisions by employers to facilitate incorporating WIN clients into their work forces; (4) channels of employer-employee communications; (5) attitudes of employers and supervisors toward the personal, social, cultural, and work characteristics of WIN clients; (6) changes in attitudes as experience with WIN clients is gained; (7) employer evaluations of the job performance of WIN clients; and (8) employers' perceptions and definitions of the problems of incorporating WIN clients into their work forces.

The research involved interviews with executives and supervisors in 300 establishments in 15 cities and with some 300 WIN clients who terminated their employment.

Preliminary findings: While most employers in this study hired workers referred to them by the local public employment service, they were unaware that those they hired were graduates of the WIN Program. Employers were generally pleased with WIN graduates and rated them as high as or higher than comparable employees on measures of performance, attitude, and discipline. However, the researchers saw a need for the WIN Program to launch a comprehensive public relations program to make employers aware of the quality of the training received by enrollees so that more employers would turn to the program as a source of workers.

Private firms were somewhat more flexible than government establishments in hiring requirements, particularly with respect to previous experience. Moreover, private firms hired almost all those workers they had trained, although they accepted fewer for training, whereas the reverse was true of public employers. Hence, the researchers recommended more efforts to persuade the public sector to hire a larger percentage of the WIN clients accepted for training.

Completion is scheduled for September 1971.

1.2.06 CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

CONTRACT 51–37–69–11

DR. SUMATI DUBEY, SCHOOL OF APPLIED SOCIAL SCIENCES

DECISIONMAKING IN THE WIN PROGRAM

This project is one of three on the nature and effects of decisions by which men and women receiving Aid to Families with Dependent Children are enrolled in the Work Incentive (WIN) Program. This one examines WIN decisionmaking in Cuyahoga County, Ohio. (See 1.2.07 for a description of the entire project.)

Completion is scheduled for August 1971.

1.2.07 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

CONTRACT 51–15–69–08

DR. WILLIAM J. REID, SCHOOL OF SOCIAL SERVICES ADMINISTRATION

DECISIONMAKING IN THE WIN PROGRAM

This project extends a three-area study in Cook County, Ill., Wayne County, Mich., and Cuyahoga County, Ohio, of the nature and effects of decisions related to the Work Incentive (WIN) Program made by female enrollees, social service caseworkers, and WIN team members. (See 1.2.06 and 1.2.19.) With the baseline data on the diverse requirements of the different types of welfare groups served and the way they have been met, the researchers are testing new propositions regarding the consequences of variations in the processing of groups with varying welfare histories in different programs.

Completion is scheduled for February 1972.

1.2.08 CORNELL UNIVERSITY
ITHACA, N.Y.

CONTRACT 51–34–69–07

DR. HAROLD FELDMAN, DEPARTMENT OF CHILD DEVELOPMENT AND FAMILY RELATIONSHIPS

A STUDY OF THE EFFECTS ON THE FAMILY DUE TO EMPLOYMENT OF THE WELFARE MOTHER

This study investigates the consequences of a welfare mother's entering employment on the operation of her home, the care of her children, her use of community resources, and her self-perception. A sample of 1,200 families (in a city of less than 100,000) is being selected to permit comparisons between families in otherwise similar circumstances where: (1) The husband is or is not in the home; (2) the mother is or is not employed; and (3) the family has or has not left the welfare rolls.

Each family is being interviewed twice, 6 months apart, and intensive case studies are to be made of a sample of persons who leave jobs or welfare or otherwise change their status in the interim. In addition, information is being obtained on community facilites for transportaton, child care, education, recreation, counseling, and health care.

Completion is scheduled for September 1971.

1.2.09 CORNELL UNIVERSITY
ITHACA, N.Y.

CONTRACT 51-36-71-02

DR. DAPHNE A. ROE AND MICHAEL C. LATHAM, GRADUATE SCHOOL OF NUTRITION

HEALTH AND NUTRITIONAL STATUS OF WORKING AND NONWORKING MOTHERS IN POVERTY GROUPS

This project concerns the influence of health problems on the employability of WIN enrollees. Building on a related survey of low-income mothers in upstate New York (see 1.2.08), this study addresses such questions as: To what extent is poor nutrition or ill health an explanation of unemployability, loss of jobs, and high dropout rates from manpower programs? What is the probability of placement if remedial measures are instituted? In what ways does employment, or unemployment, affect health?

Data are to be obtained from the mothers through questionnaires and medical and dental examinations. The availability and utilization of health-care facilities in the community will be surveyed, and the local public health authorities have agreed to adopt the recommendations the researchers make as a result of their study.

Completion is scheduled for April 1973.

1.2.10 EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

CONTRACT 41-9-005-32

DR. NORMAN E. FREEBERG, AND DR. RICHARD R. REILLY, DEVELOPMENTAL RESEARCH DIVISION, AND SAMUEL B. BARNETT, PROGRAM DIRECTION DIVISION

DEVELOPMENT OF ASSESSMENT MEASURES FOR COUNSELING YOUTH WORK-TRAINING ENROLLEES

This three-phase study seeks to refine the content and define the capability of paper-and-pencil assessment measures (developed in a feasibility study by the researcher) for use with youth work-training program entrants in order to assist enrollees and counselors in choosing appropriate work experience, skill training, or job placement alternatives in manpower programs.

Phase I of the study developed criteria for measuring the outcomes of youth work-training programs against a range of program objectives that were identified. Correlational analyses of outcome measures were used to define the "structure" underlying a system of criteria from which the best sets of coherent scales, or composite measures, might be derived.

In phase II of the study, the researcher is validating the enrollee battery of measures with a followup sample using the most suitable criteria from phase I; exploring the influence of examiner effects and techniques of test administration on enrollee test scores; and determining the degree of equivalence of criteria longitudinally from program "completion" to one year after completion.

In phase III of the study, the researcher will develop a normative data sample based upon phase I and II study results and develop a system of enrollee classification, assignment, and placement for counselor use.

Preliminary findings: In phase I of the study, the researcher reported the dominant criterion for end-of-training program objectives was "training program adjustment," defined by amount of trouble with police, work supervisor ratings, and the number of worksite absences. Other important variables were "job aspirations," consisting of things such as starting salary expected and quality of job desired and "social adjustment," including actual police contacts and peer rating scores.

Longer term objectives for postprogram performance—for enrollees who had held full-time employment—produced relatively clear patterns of job-oriented capabilities. The predominant one was "general job success and adjustment," including such things as family feelings about enrollee, employer rating, length of stay on job, number of visits to employment service office, and job satisfaction.

Phase I has been completed, phase II is scheduled for completion in December 1972, and phase III for 10 months thereafter.

1.2.11 THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, D.C.

CONTRACT 41–0–003–09

DR. REGIS H. WALTHER, MANPOWER RESEARCH PROJECTS

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES

This four-phase research study builds upon studies of the urban NYC–1 program conducted by the researcher prior to changes made in the program in early 1970 (see 2.2.02, 2.2.03, and 3.2.07). When all four phases are completed, the present study will have explored whether enrollment in the new NYC–2 program results in better adjustment of enrollees to the world of work and to what extent specific program changes in NYC–2 projects result in changed program outcomes. Essentially, the work involves the comparison of data to be collected on the NYC–2 projects both with baseline data from the earlier studies and between the new projects. The research is intended to answer such questions as: What are the most effective ways, using multiple assignments and coordinating enrollee needs and program resources, of getting the best results from the limited motivation of many school dropouts? What remedial education techniques provide most assistance to enrollees? How can the work assignments used be most effective as part of the training plan?

The first phase of the research was essentially a feasibility study, for reconnaissance and design development. Experimental and control groups at each research site consisted, respectively, of 125 new enrollees in NYC–2 and 125 school dropouts matched as closely as possible with respect to family income, sex, race, age, school grade completed, and date dropped out of school.

Preliminary findings: In phase I, research sites were selected, information forms developed, collection procedures were organized at several sites, and information sharing and feedback procedures were set up for the remainder of the study.

The second phase is designated experimental (measurement of NYC–2 enrollment effects); the third, post-NYC–2 followup and data analysis; and the fourth, longitudinal (comparisons with NYC–1 outcomes and a comprehensive report on the entire project).

Phase II is scheduled for completion in February 1972. Phases III and IV are planned for an additional 24 months.

1.2.12 HUMAN RESOURCES RESEARCH ORGANIZATION

ALEXANDRIA, VA.

CONTRACT 51–49–70–03

DR. RICHARD P. KERN

ANALYSES OF WIN TEAM FUNCTIONING AND JOB REQUIREMENTS

This project is investigating the nature of WIN team decisions and the process by which the team arrives at these decisions as related to a job analysis for each team member—job activities and knowledge and skills required for each team position.

Preliminary findings: Several correctable problems have been discovered: (1) In many areas, the full range of recommended team skills were not available. (2) Team training was chaotic at best and nonexistent at worst. (3) Team counselors often did not understand the orientations, motivations, and aspirations of their clients, particularly if the counselors did not share the clients' race, ethnic background, or socioeconomic status. Most WIN counselors had been recruited to handle the more traditional employment service client and had little or no educational preparation and no prior practical experience for dealing with an entirely different population.

Completion is scheduled for December 1971.

1.2.13 HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

CONTRACT 51–49–70–06

DR. DONALD F. HAGGARD

DEVELOPMENT OF GUIDELINES FOR THE WIN ORIENTATION PROGRAM WITH EMPHASIS ON TRAINING IN VOCATIONAL ASSESSMENT

This study is developing guidelines for the orientation component of the Work Incentive (WIN) Program. The guidelines will include enrollees' training objectives, an outline of course content suitable for both individual and group instruction, tests of enrollee performance, and methods of presenting various subject matters. Data are being obtained from a national sample of 74 WIN projects.

Preliminary findings: It was found that orientation in most WIN projects provided information about transportation, personal grooming, proper conduct during an interview, and available community resources—subjects on which the enrollees did not need information. The enrollees apparently needed to know such things as what to do when they were isolated from public transportation to possible jobs, what community services they could tap for the kinds of help they needed, how to apply for services, where to learn about their rights and obligations, and what services to expect, particularly for their health and legal needs.

Attempts to motivate enrollees were also found wanting; they did not take account of the diversity of enrollees' backgrounds. Some enrollees were already highly motivated, some were familiar with the world of work, and some found the incentive payments for participation little better than the welfare benefits they were receiving. For others, the reverse of these conditions were applicable.

Completion is scheduled for August 1971.

1.2.14 INDIANA UNIVERSITY
BLOOMINGTON, IND.

CONTRACT 51–18–71–01

DR. PAUL F. MUNGER, DOUGLAS W. JOHNSON, DAVID G. SMITH, DEPARTMENT OF COUNSELING AND GUIDANCE

EMPLOYABILITY TEAM INTERACTION ANALYSIS: AN EXPLORATORY STUDY

The primary focus of this study is to assess the interaction characteristics of employability development (ED) teams and the effect of these characteristics on the progress of the team's assigned enrollees.

Both Work Incentive and Concentrated Employment Program teams and enrollees in 21 cities were selected for study, and the study has been coordinated with a review of ED teams by the U.S. Training and Employment Service. Data were collected for the construction of measures of verbal interaction in case conferences and measures of characteristics of individuals known to be significant predictors of types of interpersonal interaction. Biographical information was collected both from the ED team members and enrollees. At least one followup stage is anticipated in which client data will be integrated with previous team and enrollee training data to note the effects over time.

Completion of the baseline study is scheduled for the winter of 1971. The followup stage is planned for completion a year later.

1.2.15 INTERNATIONAL ASSOCIATION OF FIRE CHIEFS
NEW YORK, N.Y.

CONTRACT 41–0–002–34

DONALD M. O'BRIEN

AN INVESTIGATION OF THE POSSIBILITIES OF EMPLOYING THE DISADVANTAGED IN THE FIRE SERVICE

This research is concerned with ways of increasing the employment of the disadvantaged in fire service occupations. The researcher plans to review present fire service jobs with a view toward possible restructuring to provide better opportunities for employing the disadvantaged and to assess the opportunities that could be opened up to the disadvantaged at both current and prospective levels of employment. He also intends to review current and recently completed programs designed to employ the disadvantaged in the fire service to learn what approaches are most effective and why. These two sets of data are to be used in developing model programs which can be successfully implemented in the "industry."

Scheduled completion has been extended to December 1971 to allow time for the review of one program of major significance which came to light while the study was in progress.

1.2.16 MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

CONTRACT 51–24–70–01

DR. PERCY BATES

DIMENSIONS OF VOCATIONAL DECISION-MAKING IN MANPOWER PROGRAMS FOR THE DISADVANTAGED

This project is bringing together what is known about work-related characteristics of the disadvantaged to identify for further development those measurements that can be used to establish employability plans for disadvantaged persons. Particular attention is being given to individual characteristics which can be described behaviorally and which can be modified by appropriate training or counseling.

Information is being obtained from psychological and sociological research on poverty, unemployment, social class, and cultural and educational disadvantages; from manpower research; and from program personnel, instructors, counselors, and job developers.

Completion is scheduled for August 1971.

1.2.17 METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.

CONTRACT 41–0–004–34

DR. PHYLLIS A. WALLACE AND DR. PATRICIA GARLAND MORRISSEY

UNEMPLOYMENT AMONG BLACK TEENAGE FEMALES IN URBAN POVERTY NEIGHBORHOODS

This project is concerned with the nature, extent, and causes of the significant unemployment problems among black teenage girls and the development of effective programs to ameliorate them. Its objectives are: (1) To more accurately describe the characteristics of the black teenage female population which relate to their employment status; (2) to ascertain the influence of sociological and psychological factors on their unemployment, with particular attention to their attitudes toward work and the environmental factors underlying these attitudes; (3) to determine the aspirations and achievements of these black teenage females; and (4) to suggest alternative approaches to reducing unemployment in this group.

A random sample of 100 unemployed black female teenagers, aged 16 to 19, was selected from three ghetto neighborhoods in the New York metropolitan area: Harlem, Bedford Stuyvesant, and South Bronx.

Completion is scheduled for July 1971.

1.2.18 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

CONTRACT 51–24–69–09

DR. PHILLIP M. MARCUS, DEPARTMENT OF SOCIOLOGY

UNDERGRADUATE SOCIAL WORK EDUCATION AND THE NEEDS OF THE WIN PROGRAM

To enable schools of social work to make a greater contribution to the solution of manpower problems and, especially, the Work Incentive (WIN) Program, this study is investigating differences between the professional skills needed in the WIN Program and those supplied in undergraduate social work programs. If analysis of the data indicates that it is feasible to modify courses and curriculums so that graduates will be better trained for work in government programs for the disadvantaged and if schools of social work are receptive to such changes, a subsequent project could develop, initiate, and evaluate such modifications.

Information is being obtained by mail questionnaires from graduates of Michigan State University with a B.A. in social work and by interviews with key members of selected WIN teams in Michigan, supplemented by questionnaires to professional members of the teams.

Completion is scheduled for September 1971.

1.2.19 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

CONTRACT 51-24-69-10

DR. CHARLES D. GARVIN, SCHOOL OF SOCIAL WORK

DECISIONMAKING IN THE WIN PROGRAM

This project is one of three on the nature and effects of decisions by which men and women receiving Aid to Families with Dependent Children are enrolled in the Work Incentive (WIN) Program. This one examines WIN decisionmaking in Wayne County, Mich. (See 1.2.07 for a description of the entire project.)

Completion is scheduled for August 1971.

1.2.20 THE UNIVERSITY OF MICHIGAN—WAYNE STATE UNIVERSITY
ANN ARBOR, MICH.

CONTRACT 51-24-69-05

DR. LOUIS A. FERMAN AND DR. JOE A. MILLER, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

WELFARE CAREERS AND LOW-WAGE EMPLOYMENT

This study focused on the nature and extent of low wage employment, especially among welfare recipients. Information was obtained in interviews with approximately 1,250 low-wage workers.

Preliminary findings: The working poor, once they found a job, tended to remain employed, with the exception of young women, many of whom left the labor force because of pregnancy. The working poor were also highly mobile—from one low-wage job to another, as a rule. Some of the men, however, had shifted from a better job because of either poor health or accidental injury.

Generally, the work experience of the poor had been brief or in a variety of low-skill jobs, and few of the workers had received any formal job training or vocational preparation. However, the younger workers believed that job training and vocational education were the best way to get the better jobs they wanted—and their aspirations were regarded as reasonable. Yet most of the working poor had never sought help from community social agencies. Although they knew the agencies existed, they did not know what kinds of services to expect or who was eligible.

For female heads of households—the great majority of those interviewed—the health problems of their children or of relatives who lived with them often prevented stable employment. For the men, personal ill health or injury was sometimes the explanation of low wages, and their wives were often unable to supplement the family income because they were needed at home to care for several children or an invalid relative.

Completion is scheduled for August 1971.

1.2.21 THE RESEARCH FOUNDATION OF STATE UNIVERSITY OF NEW YORK, BUFFALO
BUFFALO, N.Y.

CONTRACT 41-9-002-34

DR. JOHN E. DROTNING, DR. DAVID B. LIPSKY, AND DR. MYRON D. FOTTLER, DEPARTMENT OF INDUSTRIAL RELATIONS

JOBS, EDUCATION, AND TRAINING: RESEARCH ON A PROJECT COMBINING ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED, PHASE II

This study implemented the research plans developed in a feasibility study (see 3.2.16) on interaction among participants in Project Jobs, Education, and Training (JET), sponsored by the Opportunities Development Corporation in Buffalo, N.Y.

In the present study, the basic data consisted of socioeconomic information for 334 JET trainees and 580 interviews conducted with trainees, coworkers, and management and union spokesmen in 115 firms participating in the JET program and in 115 counterpart firms not participating in the JET program. Information was obtained concerning the attitudes of employers and union leaders toward participation in manpower programs in general and the Job Opportunities in the Business Sector (JOBS) Program in particular; supervisors' attitudes toward hard-core employees, their problems, and proposed solutions; the feelings of JET trainees toward the program, coworkers, supervisors, their jobs, and utilization of their training; and the attitudes of coworkers toward working with the hard-core and their knowledge and feelings about manpower programs and the types of jobs for which the hard-core unemployed should be trained.

Preliminary findings: Most of the socioeconomic variables associated with the completion of training were not predictive of employment status. Thus, trainees were more likely to complete training if they were white, older, married, and had fewer years of training, but these characteristics were unrelated to the probability that the trainee would be employed. However, trainees not receiving public assistance had a significantly higher probability of both completing training and being employed.

The most important reasons given by employers for reluctance to become involved in training programs were unwillingness to make special arrangements for trainee tutoring, perception of bureaucracy and red tape involved in training programs, belief that trainees could not meet employment standards or lacked motivation, and lack of unskilled job openings.

Most union leaders supported manpower training programs and believed that their constituents agreed with them in this. Union leaders in large firms were generally more sympathetic toward job training programs than those in smaller units.

Coworkers in the firms sampled overwhelmingly endorsed training for disadvantaged persons, although Negroes took a more positive stand than whites. The coworkers' attitudes toward such training seemed unrelated to their job security; they generally did not view trainees as competitors.

Completion is scheduled for September 1971.

1.2.22 NEW YORK UNIVERSITY
NEW YORK, N.Y.

CONTRACT 51-36-71-04

DR. DANIEL E. DIAMOND, DEPARTMENT OF ECONOMICS

FEASIBILITY STUDY OF THE IMPACT OF MANPOWER PLACEMENT AND TRAINING PROGRAMS ON LOW-WAGE INDUSTRIES AND OCCUPATIONS

This research is exploring the feasibility of conducting a study of the effects of manpower placement and training programs on low-wage industries and occupations. The contractor will: (1) Secure the cooperation of appropriate State labor departments; (2) interview staff of various manpower programs and employment service personnel to determine their specific job placement and followup procedures; (3) examine appropriate records to determine the geographic area in which the study might be conducted; (4) prepare a tentative list of occupations to be studied; (5) estimate the number of workers placed in employment in these occupations by program personnel since January 1, 1967, and those currently employed; and (6) develop and test a data collection schedule.

Completion is scheduled for September 1971.

1.2.23 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

CONTRACT 41-1-001-27

DR. GUY H. MILES, DIVISION OF SOCIAL SCIENCES

DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH

This project builds upon the results of the researcher's earlier study of Neighborhood Youth Corps projects for rural youth in the North Central States. (See 3.2.19-20.) The present study has three phases, with the following objectives: Phase I, to develop one or more model rural NYC experimental programs based upon the findings of the former research; phase II, to implement these models in selected rural settings; and phase III, to determine the relative effectiveness of the models in comparison with more traditional approaches to NYC in rural areas of the North Central States.

Phases I and II have been completed, and the entire project is scheduled for completion in December 1972.

1.2.24 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE

MINNEAPOLIS, MINN.

Contract 51–25–69–06

Dr. Guy H. Miles and David Thompson, Division of Social Sciences

Characteristics of the AFDC Population That Affect the Outcomes of WIN

This investigation centered on individual attitudes, behaviors, values, and other characteristics that distinguish the long-term from the short-term recipients of welfare and the way in which participation in the Work Incentive (WIN) Program changes those characteristics. Basically, it tested a number of assumptions underlying the WIN Program: Long-term dependency results from the individual's lack of social and economic resources to break the cycle of dependency; and long-term dependency engenders family instability, loss of dignity, and an inferior self-image. The analysis used data obtained in three interviews (at 6-month intervals) from 3,000 women who were participating in WIN projects and from 3,000 who were either working at low-wage jobs or receiving general public assistance.

Preliminary findings: Self-image and self-confidence were critical determinants of whether WIN trainees made a successful move from welfare to work. Most were afraid to lose the security of welfare payments to test their ability in the labor market. Education was also an important factor in success; those who had no more than 8 years of schooling were found to require different kinds of motivation than normally provided in the WIN Program.

Completion of the project is scheduled for August 1971.

1.2.25 NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE

MINNEAPOLIS, MINN.

Contract 51–25–70–08

Dr. Guy H. Miles, Division of Social Sciences

Developing a Model WIN Project for Rural Areas

This project is designed to develop a model or models for various types of WIN projects in rural areas to guide the improvement of such projects. It is examining whether rural welfare recipients have different attitudes, particularly toward work, than the urban poor. Factors unique to rural areas, such as sparse population, lack of transportation and communication systems, and limited industrial development, are also being investigated. In addition, an attempt will be made to identify those facets of WIN that affect its success in various types of communities and with various types of people. (For a parallel study for urban areas, see 1.2.28.)

Data were obtained from 1,000 persons enrolled in WIN projects in a sample of six counties from each of four geographic regions (the Northeast, the South, the North Central States, and the West), from WIN administrators and community leaders, and from census data and a variety of other sources.

Preliminary findings: Inadequate transportation and the lack of child-care facilities represented the greatest barriers to participation in the WIN Program. Moreover, it was found that the range of work experience available in rural areas cannot support training that will equip enrollees for lifetime employment. Furthermore, given the scattering and sparsity of the population and present program limitations, the researchers conclude that setting up facilities for meaningful skill training is not economically feasible.

Hence trainees have been placed in other training institutions and then largely forgotten by the WIN staff, with the result that the trainees become demoralized and the WIN staff gets no feedback for improving the program. At the same time, other rural residents, usually with low incomes, tended to resent what they regarded as the special treatment and consideration received by WIN enrollees, and the comparatively few nearby employers generally knew very little about the WIN Program and tended not to consider enrollees as potential employees.

Completion of the first part of the study is scheduled for December 1971.

1.2.26 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

CONTRACT 41–9–004–23

DR. MORRIS A. HOROWITZ AND DR. HAROLD M. GOLDSTEIN, DEPARTMENT OF ECONOMICS

RESTRUCTURING PARAMEDICAL OCCUPATIONS

This study, following up a pilot study by the same researchers (see 3.6.23), seeks to develop and test techniques for easing the shortage of skilled paramedical personnel in the health services and, in the process, providing to disadvantaged persons more job opportunities with the potential for upward mobility. With the cooperation of a city hospital in the Boston area, the researchers are analyzing the duties and responsibilities of the various paramedical occupations to develop appropriate hiring standards and recommend changes in work assignments and hiring standards to improve use of personnel and the quantity and quality of patient care. They will, in the final phase, study the effects of implementing the recommended changes and analyze any barriers that may be encountered in doing so.

The two initial phases of the contract have been completed, and the recommendations have been submitted to the city health commissioner and the hospital authorities for their consideration. Several of the recommendations have been implemented and it appears some others will be adopted in the near future. The final phase is scheduled for completion in November 1971.

1.2.27 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

CONTRACT 51–37–70–09

DR. JOHN R. SHEA AND JACK A. MEYER, CENTER FOR HUMAN RESOURCE RESEARCH

ANALYSIS OF CHARACTERISTICS OF POTENTIAL RECIPIENTS OF FAMILY ASSISTANCE THROUGH USE OF LONGITUDINAL SURVEYS DATA

This study is a special analysis of data from the Center's 5-year survey of labor force behavior for four age-sex groups (see 1.1.31 and 2.1.11) to learn more about persons who would be affected by enactment of legislation similar to the Family Assistance Plan (FAP) which was proposed in 1970. That plan would have established national minimum standards of income and other support for families with children and would have provided for education, job training, and jobs to help the working poor as well as persons on welfare to achieve some measure of financial independence. The study is expected to provide background for planning operations and anticipating probable problems if such a program becomes law.

Preliminary findings: The poor (FAP types) showed a work commitment as high as or higher than the nonpoor. Also, many poor older men not in the labor force had very recent work experience. Being poor was often synonymous with being in bad health, having little education, and having little or no job training. Among the older men, lack of education was serious enough to indicate a real need for basic education as part of retraining.

Big families were much more likely to be counted as poor than were small families, in part reflecting the proposed income ceilings in the legislation but also the lower per capita income in large families. A disproportionately large share of the poor lived in rural areas and in the South.

Completion is scheduled for August 1971.

1.2.28 PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORP.
BERKELEY, CALIF.

CONTRACT 51–09–70–10

DR. BRAD SCHILLER

A MODEL WORK INCENTIVE (WIN) PROGRAM FOR URBAN AREAS

The objective of this study is to examine alternative strategies, techniques, and approaches used in WIN projects in order to develop a more effective WIN urban program model. (For a parallel study for rural areas, see 1.2.25.) Program planning management, administration, and services are being examined in a large number of urban WIN projects. Other areas of investigation include basic community characteristics that significantly affect WIN outcomes and the opinions of WIN participants on the most critical elements of project effectiveness.

Preliminary findings: In general, program and enrollee characteristics appeared to have little effect on outcomes. However, the characteristics of WIN staff and supportive services were found to have a small but discernible impact on both completion rates and enrollees' job readiness. The provision of adequate child-care services appeared to be the most important factor in completion rates. But it was the local employment situation that had the greatest impact on placement and completion rates, with high local unemployment leading to increased completion rates and low placement rates.

Completion is scheduled for June 1972.

1.2.29 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

CONTRACT 41–8–004–40

DR. MORGAN V. LEWIS, INSTITUTE FOR RESEARCH ON HUMAN RESOURCES

FACTORS INFLUENCING THE RETENTION OF PARTICIPANTS IN A CONCENTRATED EMPLOYMENT PROGRAM AND THEIR SUBSEQUENT EMPLOYMENT EXPERIENCES

This project, originally designed to investigate factors which hinder the individual's use of Concentrated Employment Program (CEP) services, has been expanded to include a second phase. The added component is exploring aspects of the job, the worker, and the firm that distinguish long-term job retention from short-term and erratic tenure by CEP participants and of the work accommodations required of both former CEP participants and their employers.

In phase I, data were obtained from about 300 persons who expressed interest in the CEP but either never enrolled or withdrew before completing any phase of the program and from approximately the same number of participants who stayed with the program. In phase II, a sample of 500 former participants in the Columbus, Ohio, CEP are being interviewed about their employment experiences during the 6 months after they left CEP and what they did on their most recent jobs. Information about their most recent jobs is also being obtained from a sample of 250 coworkers and 250 direct supervisors. Interviews are being conducted with 75 personnel officials of companies which have hired persons referred from the CEP to find out the type and quality of jobs offered CEP participants and the companies' experiences with these employees.

Preliminary findings: The data revealed striking similarities between those individuals who never enrolled in CEP and the CEP participants in their personal characteristics, attitudes toward life in general, attitudes toward CEP, and reactions to their treatment by the CEP staff. The major difference between the two groups was in their opinions of what CEP could do for them, with those who never enrolled decidedly more skeptical than the others about the probable outcome. Paralleling this finding, it appeared that failure of the CEP to meet enrollees' expectations or satisfy their job desires was the reason that most enrollees dropped out of the program.

The researcher has concluded that, while it is unrealistic to expect employers to make major changes in employment policies to accommodate a small proportion of their work force, it is equally unrealistic to expect an individual with an expressive life style to immediately drop it upon being hired for a good job. He suggested mutual accommodations, advocating more flexible standards on the part of employers and more emphasis in CEP orientation on performance standards, occupational information, and the role and responsibilities of supervisors.

Phase I has been completed and phase II is scheduled for completion in August 1971.

1.2.30 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

CONTRACT 51–40–69–01

DR. SAMUEL Z. KLAUSNER, DEPARTMENT OF SOCIOLOGY

THE WORK INCENTIVE (WIN) PROGRAM: MAKING ADULTS ECONOMICALLY INDEPENDENT

This study is investigating what happens to the welfare recipient's personality and socialization when he shifts from one social system (welfare dependency) to another (economic independence). The researcher is examining the efficacy of the Work Incentive (WIN) Program's procedures as an agent for fostering individual and social change and analyzing the program as a transitional social structure for enabling individuals to move easily and expeditiously into self-support.

Data for the study have been obtained from 600 recipients of Aid to Families with Dependent Children —evenly divided between those enrolled in a WIN project and those referred to the program but not enrolled because there were no suitable vacancies. All were residents of an eastern city.

Preliminary findings: The WIN training was found to be only partially effective, because such problems as health, child care, and transportation caused dropouts and failures. The services required to overcome these problems were often inadequate because of haphazard planning. Furthermore, the researcher concluded that the cost of constructing and maintaining comprehensive child-care facilities prohibited their use as a short-term solution to the day-care problem. The other major barrier to WIN's success was traced to the fact that neither the training allowances nor the subsequent earnings of the family head provided an income sufficient to remove the family from welfare dependency.

Completion is scheduled for August 1971.

1.2.31 UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

CONTRACT 51-05-70-05

DR. GENEVIEVE W. CARTER AND DR. DAVID FRANKLIN, RESEARCH INSTITUTE IN SOCIAL WELFARE

A LONGITUDINAL STUDY OF WIN DROPOUTS: PROGRAM AND POLICY IMPLICATIONS

This study is concerned with high dropout rates (an estimated 40 to 80 percent of referrals in some areas) in the Work Incentive (WIN) Program and the interruption of progress through the system for enrollees placed in deferred, hold, or recycle status. Specific questions to be investigated include: (1) What are enrollees' pathways through the WIN system? (2) What are the high risk points for dropouts and what events or conditions precipitate dropout? (3) What administrative practices and/or constraints contribute to the dropout problem and prolong holding status or recycling? (4) Can successful program completion be predicted? (5) What types of enrollees benefit most? (6) What community factors affect the fulfillment of WIN goals?

Information is being obtained from WIN dropouts and enrollees placed in deferred, hold, or recycle status and from counselors in WIN projects and welfare agencies.

Preliminary findings: The researchers have found that poor communications and lack of coordination between WIN and welfare staffs cause tremendous delays, erode staff and enrollee enthusiasm, and aggravate the dropout problem. Teams often give the client confusing and contradictory information. Furthermore, identical treatment of clients with different types of problems means that the needs of some are not met and others receive services they do not need. Another source of disenchantment is an excess of classroom work, since most enrollees prefer to learn by doing and to keep active.

Completion is scheduled for December 1971.

1.2.32 TEMPLE UNIVERSITY
PHILADELPHIA, PA.

CONTRACT 41-1-002-42

DR. RICHARD D. LEONE, DEPARTMENT OF MANAGEMENT

EMPLOYABILITY DEVELOPMENT TEAMS AND FEDERAL MANPOWER PROGRAMS: A CRITICAL ASSESSMENT OF THE PHILADELPHIA CEP'S EXPERIENCE

This research seeks to determine whether employability development teams, specifically those established in the Philadelphia Concentrated Employment Program, are a viable means for improving the delivery of manpower services to program clients. Data are being gathered in interviews with CEP enrollees, team members, and employers, and statistics on program operations are being analyzed to determine the relative effect and impact of the services upon the clients.

Completion is scheduled for December 1972.

1.2.33 WAYNE STATE UNIVERSITY
DETROIT, MICH.

CONTRACT 51–24–70–07

DR. GLORIA COWAN, DEPARTMENT OF PSYCHOLOGY

STAFF ATTITUDES AND SUCCESS OF WIN PROGRAMS

The purpose of this study is to determine the relationship between staff attitudes and the effectiveness of the Work Incentive (WIN) Program. Staff attitudes being investigated include philosophy of human nature, sense of own fate control, sense of fate control predicted for enrollees, attitudes toward the program itself, attitudes toward one's job, and prediction of work orientation of WIN enrollees.

Attitudes are being measured through a set of questionnaires and interviews, and WIN projects are being assessed through a set of criteria being developed in consultation with WIN staff members, officials, and enrollees. The influence of factors other than staff attitudes are also being taken into account.

Completion is scheduled for August 1971.

1.2.34 THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

CONTRACT 51–53–69–12

DR. MILTON J. HUBER, CENTER FOR CONSUMER AFFAIRS

THE RELATIONSHIP OF OVER-INDEBTEDNESS AND GARNISHMENTS TO EMPLOYABILITY AMONG MILWAUKEE WIN FAMILIES

This project sought to determine whether assistance in debt repayment would stabilize the work patterns of WIN enrollees by actually providing low-interest, long-term loans to those threatened with garnishment. Specifically, it investigated the operational problems involved in making loans to WIN enrollees, and the effects of financial assistance on the drop-out rate among WIN trainees; the willingness of employers to hire WIN trainees who have work histories of garnishment problems; and job stability and absenteeism among WIN-trained employees.

Preliminary findings: None of the 25 persons who received loans during the first phase of the study has missed a repayment date. The pilot study did, however, demonstrate that enrollees need individual financial counseling if they are to avoid additional debts. While employers' standards concerning overindebtedness and the threat of garnishment continue to present problems for WIN enrollees in accepting employment and retaining their jobs, other factors such as health and transportation constitute far more serious barriers to employment, the researcher concluded.

Completion is scheduled for September 1971.

1.3 PROJECTS IN PROCESS ON JUNE 30, 1971—Development Contracts and Grants Under the Manpower Development and Training Act (MDTA) and the Economic Opportunity Act (EOA)[12]

1.3.01 ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

CONTRACT 82–23–70–16

ASSESSMENT OF EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANT WORKERS

The contractor is assessing the Texas Migrant Demonstration Project (see 1.3.102) being conducted by USTES and affiliated State agencies as a guide to whether and how to develop and refine elements of this project for incorporation into regular employment service operations.

Preliminary findings: The report, *An Assessment of the Experimental and Demonstration Interstate Program for South Texas Migrants* (see 3.3.01), reflects Abt's concern with questions of the feasibility and effectiveness of the Texas Migrant Demonstration Project as it operated primarily in nine Northern States. It includes both State-by-State and cross-state analyses of special programmatic features, as well as descriptions of administrative procedures and the external variables which have had an impact on the project. The report concludes with a discussion of the relevance of the E&D project as a response to the social and economic problems of migrants and offers a series of short-term and long-range recommendations for future government efforts, particularly by State employment service agencies, to conduct more effective programs of migrant services. A forthcoming volume will concentrate on the experiences of the project in Texas and will follow up on project migrants who have returned to Texas.

Contract period: March 23, 1970, through September 30, 1971.

1.3.02 AMERICAN CORRECTIONAL ASSOCIATION
WASHINGTON, D.C.

CONTRACT 89–11–71–01

EXPERIMENTAL AND DEMONSTRATION PROGRAM DESIGNED TO IMPROVE COMMUNICATION AND COORDINATION BETWEEN PAROLING AUTHORITIES AND INMATE TRAINING PROGRAMS CONDUCTED UNDER SECTION 251 OF THE MANPOWER DEVELOPMENT AND TRAINING ACT

This project is to: (1) Identify and describe the current status of communication and coordination between paroling authorities and training directors; (2) identify and describe constraints which prevent more effective communication and coordination; (3) design a model program to overcome barriers to cooperation and coordination and test the model in conjunction with selected MDTA inmate training projects in at least five States; and (4) monitor the progress of the demonstration projects and prepare reports for dissemination to correctional administrators and paroling authorities on a national basis.

Contract period: June 28, 1971, through December 31, 1972.

1.3.03 AMERICAN FRIENDS SERVICE COMMITTEE, INC.
NORTHERN CALIFORNIA REGIONAL OFFICE
SAN FRANCISCO, CALIF.

GRANT 92–05–70–11

NEW VOCATIONS FOR ALIENATED COLLEGE YOUTH

The grantee is to explore new methods of developing satisfying employment for "alienated" college youth and to report on the nature and manpower implications of what appears to be their dissatisfaction with and reluctance to accept jobs normally available to them.

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[12] Requests for information concerning these contracts should be directed to the Manpower Administration.

The project will work with several hundred "alienated" college trained young men and women individually and in groups, providing counseling and conducting seminars and workshops to help the participants clarify their views toward employment and career goals and attempting to develop and place them in employment compatible with their desires.

Contract period: July 1, 1970, through June 30, 1972.

1.3.04 AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS

NEW YORK, N.Y.

CONTRACT 82–36–71–01

EMPLOYMENT WORKSHOPS FOR UNEMPLOYED AEROSPACE ENGINEERS AND SCIENTISTS

This pilot program will develop, conduct, and determine the usefulness of "employment workshops" to aid laid-off aerospace professionals in seeking new employment.

The contractor is conducting a series of employment workshops in 34 different cities which cover a variety of employment matters relevant to seeking work in professional fields including: (1) Introduction to career planning and job finding; (2) preparing personal sales material; and (3) interviewing strategies and techniques. The contractor is working with State employment services in each area where workshops are conducted. About 12,500 unemployed aerospace engineers and scientists are being approached by the program.

Contract period: September 1, 1970, through December 31, 1971.

1.3.05 AMERICAN SCHOLARSHIP ASSOCIATION

NEW YORK, N.Y.

CONTRACT 42–0–003–34

DEMONSTRATION PROJECT TO GUIDE IN-SCHOOL NYC ENROLLEES TO HIGHER EDUCATION AND CAREERS IN THE HEALTH FIELD

The project is to continue to explore the potential and value of providing in-school Neighborhood Youth Corps enrollees with a special program of enrichment services and work experience as a means of: (1) Enhancing their work habits; (2) encouraging and motivating them to stay in school and to continue to further their education; (3) qualifying them for entrance into community colleges; and (4) preparing them for careers in the health field.

The contractor, in cooperation with NYC sponsors and medical centers, is to provide structured work experience, special field trips, workshop discussions, tutorial assistance for college entrance, and continued counseling for in-school NYC enrollees. During the summer of 1971, the contractor is to develop guidelines, manuals, technical aids, and other "how-to-do-it" materials in preparation for undertaking a utilization development phase of project activity.

Contract period: June 30, 1970, through September 24, 1971.

1.3.06 AMERICAN TELEPHONE AND TELEGRAPH COMPANY

NEW YORK, N.Y.

CONTRACT 82–36–71–02

AN ANALYTIC STUDY OF THE EFFECTS OF A HUMAN RESOURCE CENTER

A separate analytic staff is examining the methods and determining the effects of an effort by a large business organization to design, apply, and evaluate new approaches for development of manpower in a facility designated as an experimental and demonstration area and will consider the feasibility of undertaking similar efforts in other employer settings.

The contractor has established an analytic group to: (1) Examine the activities of the Human Resource Center at the Webster District, Los Angeles operation of Pacific Telephone and Telegraph Company, track its procedures, the bases for and nature of changes it seeks to develop, and the effects of programs or changes it introduces; and (2) focus on organizational obstacles to change and efforts to eliminate or modify them and the nature of change brought about in worker performance, work force stability, management attitude, and community relationships.

Contract period: September 14, 1970, through December 31, 1971.

1.3.07 AMERICAN VOCATIONAL ASSOCIATION
WASHINGTON, D.C.

CONTRACT 82–11–71–37

DONALD L. RATHBUN

TRANSLATING MANPOWER RESEARCH AND DEVELOPMENT FINDINGS INTO ACTION IN VOCATIONAL EDUCATION

This project seeks to stimulate teachers and administrators of vocational education into making more use of the findings of manpower research and development projects and to develop more effective methods and techniques of communication with this audience. Each issue of the *American Vocational Journal* during the 1971–72 school year will contain a new 16-page section entitled "Manpower Research Visibility" in which the findings of manpower research and development projects and their implications for vocational educators will be presented. The 50,000 subscribers to the journal will be asked to comment on both the usefulness of the presentation and the use they make of the material, and significant responses from readers will be included in the journal. Toward the end of the school year, a users' survey will be conducted to provide a basis for assessing the impact of this means of dissemination and for ascertaining the needs of different groups of readers for information on manpower topics.

Completion is scheduled for June 30, 1972.

1.3.08 THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

CONTRACT 82–04–71–27

LAWRENCE R. KLEIN, BUREAU OF ECONOMIC AND BUSINESS RESEARCH

EXPANDING THE BENEFITS OF COMPLETED MANPOWER RESEARCH PRODUCTS

This project is to explore methods for increasing the utilization of the findings of research projects. Through the use of multidisciplinary teams of graduate students, selected reports or groups of reports on closely related topics will be put into shape for use by specific audiences.

The contractor is to prepare guidelines, for use by the Manpower Administration, to assist researchers in presenting their findings in the most effective way.

Contract period: June 1, 1971, through June 30, 1972.

1.3.09 BETH ISRAEL HOSPITAL COMMUNITY SERVICE PROGRAM
BOSTON, MASS.

CONTRACT 82–23–70–02

DR. CAVIN LEEMAN

JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT

The Job Improvement Service (JIS) Demonstration Project is now in its third phase. It is continuing to develop, implement, analyze, and document methods and techniques of job adjustment, counseling, and interdisciplinary consulting services to reduce job loss among low-income workers.

The contractor is providing on-the-job counseling and consulting services to low-income workers in participating companies. It is collecting relevant data on employees and analyzing the characteristics of workers needing counseling and the results of such counseling on job performance and job satisfaction.

Employees of three selected companies are participating. These persons are low-income employees who have demonstrated the ability to locate jobs by their own efforts but who show evidence of having their job productivity impaired by emotional, behavioral, or social difficulties. Special attention is given to workers for whom loss of jobs would lead to special hardship for the workers and their families.

Contract period: August 1, 1969, through December 31, 1971.

1.3.10 BOISE CASCADE URBAN DEVELOPMENT CORPORATION

WASHINGTON, D.C.

CONTRACT 82–11–71–50

PILOT PROJECT TO EXPLORE FEASIBILITY OF PREPARING DISADVANTAGED PERSONS FOR EMPLOYMENT IN LICENSED REAL ESTATE SALES AND MANAGEMENT JOBS

This contractor will explore the feasibility of preparing and the potential of disadvantaged persons for employment in licensed-commission jobs in real estate sales and management.

A consortium of four real estate brokers will employ disadvantaged persons who have never been prepared to take a State examination for the real estate salesman's license. These workers will be trained by the contractor in cooperation with the employer consortium during an 8-month period; each trainee will receive orientation to the real estate industry, instruction to prepare for the Maryland and D.C. real estate salesman exam, job-related education, personal development training, special counseling, instruction in real estate property management, and related on-the-job training. At the end of the 8-month training period, the program graduates are to be employed on a commission basis and followed up for 6 months.

Contract period: June 30, 1971, through August 31, 1972.

1.3.11 BRANDEIS UNIVERSITY

WALTHAM, MASS.

CONTRACT 82–25–71–36

DR. DENNIS A. DERRYCK

IMPROVING THE RETENTION RATE OF INDENTURED APPRENTICES IN THE APPRENTICESHIP OUTREACH PROGRAMS

This project is investigating the apprenticeship selection process and the performance of apprentices. It is determining: (1) Both the needs of indentured apprentices and the institutional arrangements that currently exist which would facilitate the retention of apprentices currently being placed by the Apprenticeship Outreach Programs (AOP's); and (2) the skills related to productivity for two crafts and the means whereby these skills can be assessed to facilitate possible advanced placement of individuals in the construction industry.

For purposes of assessing skills, focus will be placed on efforts now being utilized in the Boston Plan for employing minority construction workers. Assessment of needed skills in the selected crafts will be based on information from the apprenticeship instructors combined with interviews with licensing officials, supervisors, and craftsmen.

Contract period: June 15, 1971, through July 15, 1972.

1.3.12 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.

WASHINGTON, D.C.

CONTRACT 82–11–71–06

LAURE M. SHARP AND GENE PETERSON

STAFFING IN MANPOWER TRAINING PROGRAMS: A NATIONAL INVENTORY

This national inventory of manpower programs is to obtain information on the staff involved in the administration of local manpower projects. The first phase of this project consists of a complete census of all manpower programs administered by the Department of Labor to determine the number and salaries of all full-time and part-time employees of local manpower projects, followed by a sampling of these manpower projects to get more background information on the functions, experience, and education of manpower employees.

Contract period: October 30, 1970, through December 30, 1971.

1.3.13 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

CONTRACT 82-11-71-45

DR. KENNETH J. LENIHAN

STUDY OF EFFECTS ON EX-PRISONERS OF FINANCIAL AID AND EMPLOYMENT ASSISTANCE PROGRAMS DESIGNED TO FACILITATE POST-RELEASE ADJUSTMENT

This project is testing the effects that experimental income assistance programs, or employment assistance programs or both, have in reducing recidivism rates of released prisoners and in otherwise helping them adjust to a stable community life. It is: (1) Measuring the impact of income and employment assistance on reducing recidivism the first year after prisoners are released and in contributing toward gainful employment in the labor force; (2) identifying critical incidents which help contribute to the overall adjustment of ex-prisoners; and (3) measuring the net benefits from the programs studied by comparing the financial benefits occurring as a result of reduced recidivism rates against expenditures that might have been required for correctional purposes due to reincarceration.

A total of 500 prisoners will be selected from correctional institutions in Baltimore and will be assigned randomly to one of four groups, each consisting of 125 subjects as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects who will not receive any services. Hard-drug users will be excluded from participation in this project, along with those having severe mental or physical handicaps that could hamper effective participation in the project. All subjects will be interviewed monthly with respect to their encounters with the police, employment, and overall adjustment. Interview data will be reviewed and analyzed and further supplemented by indepth case studies of the experiences of eight men. The final report will include recommendations for a design of a model income assistance system to enable ex-prisoners to cope with their immediate problems of meeting daily living needs upon release from prison, suggestions for improving the employment services currently made available by State and local employment services, and possibilities for a format for increased use of other job-hunting resources in a community.

Contract period: June 27, 1971, through June 30, 1973.

1.3.14 CALIFORNIA STATE ASSEMBLY, OFFICE OF RESEARCH
SACRAMENTO, CALIF.

CONTRACT 82-05-70-25

EXPERIMENTAL ANALYSIS OF CALIFORNIA'S JOB AGENT SYSTEM

This project is assessing the impact and effectiveness of California's new "job agents" (the unique personnel resource and manpower function established by the State's 1968 comprehensive manpower legislation) in meeting the needs of disadvantaged persons who are not job ready and require intensive services to develop their employment potential and find jobs.

The analytical design was developed in the project's initial 6 months after extensive examination of the current work of about 140 job agents at eight of California's Department of Human Resources Development and multi-service centers; study of the characteristics of the center and the types of work opportunities available to them; review of manpower service delivery processes at these centers; and pilot testing of data collection instruments and analytical procedures. Data collection and analysis are underway. Project findings will be translated into suggested designs for more effective manpower systems in California and other States.

Contract period: June 22, 1970, through December 21, 1971.

1.3.15 CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

CONTRACT 82-05-70-28

PROPOSAL FOR PUBLIC SERVICE CAREER PROGRAMS AND CONCURRENT EXPERIMENTAL AND DEMONSTRATION PROJECT

The contractor is exploring the feasibility of modifying statewide personnel management practices and employment systems of the California State government as a means of creating new occupational patterns, organizational structures, and personnel processes required to enhance entry-level employment and job progression opportunities for disadvantaged worker groups in California's State government. The project is also assessing the potential for having personnel reforms that have been made by the California State government adopted by city and county governments in California, as well as by State and local governments outside of California.

The project is integrated with a Public Service Careers (PSC) Program conducted by the California State Personnel Board. The staff of the PSC Program is systematically recording and documenting its operations and delineating the methodologies and strategies used in developing each career ladder in each departmental setting. Manuals, guides, and other material are to be developed by a subcontractor, distributed, and used in workshops and seminars to familiarize other government agencies with ways to change personnel procedures and occupational systems.

Contract period: June 22, 1970, through April 14, 1972.

1.3.16 UNIVERSITY OF CALIFORNIA, LOS ANGELES INSTITUTE OF INDUSTRIAL RELATIONS
LOS ANGELES, CALIF.

Grant 92–06–71–04

Community Service Parole Internships

This grant seeks to determine the feasibility of developing a demonstration project that will provide an alternative to incarceration by placing prisoners in community service positions. The grantee will attempt to determine what types of community services might best be done by parole interns, and also what types of factors in the correctional system, the community, or the place of employment might operate to make a parole internship project successful or unsuccessful.

The principal investigator will collect and analyze information supplied by prison and correctional officials, penologists, counselors, local community officials, local employers, prisoners, and others who might be able to contribute to an understanding of the factors that could operate to make a success or a failure of a demonstration project for parole interns.

The project will focus on prisoners in correctional institutions in several Southwestern States and also on the correctional systems operating in these States and the communities and employers that might best be able to utilize parole interns.

Grant period: June 30, 1971, through December 31, 1971.

1.3.17 CAREER DEVELOPMENT INTERNATIONAL, INC.
NEWTON, MASS.

Contract 82–25–71–46

Charles D. Orth

Demonstration Project to Design, Develop and Teach a Model Health Care Career Program for the Neighborhood Youth Corps

The project is designed to explore the feasibility and value of developing a year-round, career-oriented, in-school NYC program as a means of assisting youth to remain in school and attain private nonsubsidized employment.

The contractor is to provide in-school NYC enrollees with: (1) Year-round work experience and career orientation in meaningful entry-level health-care occupations during their 11th year of high school; (2) strong career orientation to develop a positive self-concept and motivation for staying in school; (3) opportunity for moving from NYC stipends to paid employment in the health-care field while still in school; and (4) guidance in selecting school courses that reinforce or supplement their work experience and career orientation.

Contract period: June 30, 1971, through August 6, 1972.

1.3.18 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

CONTRACT 82-17-71-40

DR. MYRON ROOMKIN, GRADUATE SCHOOL OF BUSINESS

IMPROVING APPRENTICESHIP ADMINISTRATIVE-FUNDING ARRANGEMENTS: EMPLOYER REACTIONS TO FOREIGN PRACTICES

This research will: (1) Review methods of apprenticeship administration and funding based upon the experiences of other nations; (2) select those methods which appear suitable to the industrial environment of the United States and which represent improvements upon existing procedures; (3) assess the feasibility of adopting these improvements in apprenticeship administrative and funding arrangements by measuring the reactions of employers to potential changes; and (4) recommend policy for the improvement of apprenticeship programs.

By relying upon existing published and unpublished information and research, the methods of administering, coordinating, and financing apprenticeship in European nations (and Canada) will be reviewed. A mail questionnaire will be developed to measure the reactions and attitudes of employers towards implementing select, desirable aspects of the reviewed foreign methods. The questionnaire will be sent to approximately 1,000 firms in the Chicago standard metropolitan statistical area, and intensive efforts will be made to insure an adequate response rate. A final report will be written which will review apprenticeship administration and financing in foreign countries, report the results of the employer survey, and enumerate specific policy recommendations for implementing desirable changes in existing apprenticeship administrative and funding arrangements.

Contract period: June 20, 1971, through September 30, 1972.

1.3.19 COLORADO STATE UNIVERSITY
DENVER, COLO.

CONTRACTS 82-06-69-11 AND 82-06-70-19

A MANPOWER LABORATORY: APPLIED PROBLEMS IN MANPOWER DEVELOPMENT (PHASE I); A MANPOWER LABORATORY: PLANNING FOR CHANGE THROUGH PROGRAMS IN MANPOWER DEVELOPMENT (PHASE II)

This project is seeking to develop effective programs to help the disadvantaged enter and stay in the world of work. The field work is being done in Denver, a city offering many kinds of employment and inhabited primarily by three ethnic groups: Anglos, Mexican Americans, and Negroes, a sizable proportion of the last two groups being disadvantaged. Phase I of the project was concerned principally with pilot studies on the employer and the disadvantaged, behavior and economic disadvantages, and coaching as a method of support (see 3.3.14).

During phase II the laboratory has been conducting studies to: (1) Determine the essential components of support so that they can be taught to and used by others; (2) find out the characteristics of persons most likely to benefit from systems of support; and (3) determine the aspects of work environment that are most important to job retention. The contractor is giving support services to disadvantaged people living in the Denver area. An equal number of those so classified are members of a control group. Data are being collected on all experimental and control subjects. Phase II will include a final report summarizing the findings from the study and manuals on coaching, supervising coaches, and training for effective behavior in the interview situation.

Preliminary findings: Seminars were held with Denver employers to discuss the disadvantaged worker, supportive work environments, and problems that employers have with disadvantaged workers.

In its study *The Employer and the Disadvantaged*, the laboratory also conducted interviews concerning disadvantaged employees with Denver employers representative of local industries and businesses. About 85 percent of those interviewed hired the disadvantaged mostly to fill unskilled and semiskilled jobs. Half of the employers interviewed saw the disadvantaged as having very high turnover rates; however, less than one-fifth of these employers gave poor job performance as the reason. The reasons were about equally divided between unacceptable behavior of employees (such as absenteeism, lack of motivation, or alcoholism) and the undesirability of the types of jobs in which the disadvantaged were placed. In general, the laboratory found that employers have little understanding of the disadvantaged. As an individual, the employer feels that he should hire the disadvantaged, but as a businessman he sees them hurting his profits. Employers cooperation can probably be best gained by offering some service to employers, such as conducting studies to provide information that would help employers to improve the work performance of their disadvantaged employees.

Keeping a job is the norm of vocational behavior in our society, and there is no evidence that this is only a middle-class standard. But while losing or quitting a job advances no one's status, it is a way of avoiding the disagreeable aspects of a job especially when that job is poor paying and dull. Which disadvantaged people are most likely to become vocational deviants? It was hypothesized that a person's likelihood for vocational deviance would be determined by his place in the opportunity structure as measured by amount of education; ethnicity; availability of transportation; his chances for deviant behavior; the pressure of social controls; and certain factors in his personality, such as feeling of alienation or ability to delay gratification. Results of a pilot study—*Behavior and the Economically Disadvantaged*—of Concentrated Employment Program participants supported all the hypotheses except that concerning the relationship between social controls and likelihood of vocational deviance. The results were tentative but suggest that further study may produce good measurement techniques to indicate which people among those considered disadvantaged will need post-placement support to help them retain jobs.

The supportive technique that was studied most thoroughly during phase I was coaching, resulting in the publication *Coaching as a Method of Support.* The laboratory hired and trained its own staff of coaches. From this experience it is determining what are the characteristics of a good coach and what training coaches should be given to improve their effectiveness. During this phase three models of coaching were studied. None proved effective. It was found that the coach is not acceptable to the client unless he has something tangible to offer. Therefore, a coach needs some leverage (such as a chance to help the client get a job or an opportunity to provide the client with a service) to make himself a relevant figure in the eyes of the client. Only then can effective coaching take place.

Contract period: October 1, 1969, through September 15, 1971.

1.3.20 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 92–34–70–16

VALERIE JORRIS, SCHOOL OF SOCIAL WORK

AN ASSESSMENT OF THE RECIPROCAL CONTRIBUTION OF SOCIAL WORK EXPERTISE AND MANPOWER PROGRAMMING

This grant will explore and delineate the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office (3 days per week) for six to eight graduate students. The laboratory would facilitate the assignment of graduate social work students in State and city manpower agencies, in demonstration programs with manpower components, and on special assignments to the Manpower Administration. At the conclusion of the project, special monographs are to be produced to enable project findings to be utilized nationwide by social work schools and manpower agencies.

Grant period: June 30, 1970, through June 30, 1972.

1.3.21 COUNCIL ON SOCIAL WORK EDUCATION
NEW YORK, N.Y.

GRANT 92–34–70–13

TRAINING MATERIALS ON MANPOWER ISSUES: TO ENHANCE THE MANPOWER COMPETENCE OF PROFESSIONAL SOCIAL WORKERS

This is exploring the feasibility of having faculty members in schools of social work help master's degree candidates deepen their knowledge of manpower problems and increase their skill in working with manpower program personnel in restoring dependent unemployed persons to productive and useful work.

The grantee is researching and reviewing literature in social work and manpower subjects to develop a framework for a manpower source book; interviewing personnel in social and manpower agencies to identify issues and problems; and surveying schools of social work to ascertain what is being taught and in what courses and to obtain copies of training materials now in use. The grantee is to meet with representatives of the participating graduate schools and of selected undergraduate programs to obtain help in identifying materials for the source book.

Grant period: June 29, 1970, to December 31, 1971.

1.3.22 DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

CONTRACT 82–17–71–48

DEVELOPMENT AND IMPLEMENTATION OF A PERFORMANCE BASED, INDIVIDUALIZED INSTRUCTIONAL SYSTEM FOR TECHNICAL AND APPRENTICE TRAINING

This project will attempt to demonstrate—through the application of modern instructional technology—that a performance based, individualized, self-paced apprentice training system can produce competent, well-rounded tradesmen more efficiently (at less cost and in shorter time) than is possible with conventional approaches to apprentice and technical training.

The program is also attempting to show that apprentice training can be made available to a broader population of applicants through the use of a system that utilizes rather than ignores individual differences in learning ability and that requires a level of verbal skill that is appropriate to the level needed to perform the journeyman's job.

The project is to produce a model apprentice training system which will at least partially implement the recommendations of the Purdue apprenticeship studies (see 3.1.76). The new system should have implications for the broader fields of technical training and vocational education.

To achieve these objectives, the new apprentice training system will consist of self-paced, task-achievement oriented materials covering part of the tasks normally taught during an apprentice's first year of training. Both the shop and related instructional materials are to be carefully integrated and based on the same task analysis.

The new system will be tested using two experimental groups in two cooperating companies, and their results will be compared to those of a control group using conventional apprentice training materials.

The training efficiency of the new system will be thoroughly evaluated through statistical analyses of training time required and achievement levels attained as a function of type of training received and scores on apprentice entrance exams. Acceptability of the new system will be evaluated through interview and questionnaire information collected from trainees, journeymen, instructors, and company administrators.

Contract period: July 1, 1971, through July 1, 1973.

1.3.23 DISTRICT OF COLUMBIA DEPARTMENT OF CORRECTIONS
WASHINGTON, D.C.

CONTRACT 89–11–71–02

DR. STUART N. ADAMS, ASSOCIATE DIRECTOR FOR PLANNING AND RESEARCH

A DEMONSTRATION VOCATIONAL AND EDUCATIONAL PROGRAM FOR SHORT TERM INMATES AT THE DISTRICT OF COLUMBIA'S WOMEN'S DETENTION CENTER

This project will ascertain whether recidivism of short-term female offenders can be reduced through vocational and educational rehabilitation by expansion of educational opportunity, removal of barriers in training and hiring, and creation of new vocational channels. The experimental design measures two treatments. The initial one includes a brief client assessment and 30 days of client therapy, basic education, vocational and motivational training, and counseling. The second treatment consists of an opportunity for the more promising offenders (1) to attend college full time while tutoring part time, or (2) receive full-time on-the-job training in social service agencies leading to permanent employment.

The project is in two phases. Phase I includes staff selection, planning, and refining the design together with initial operation of the experimental treatment for offenders, development of data collection, and analysis of data. Phase II includes continued data collection, followup of clients, and comprehensive analyses.

Phase I period: June 28, 1971, through June 28, 1972.

1.3.24 EDUCATION AND TRAINING ASSOCIATES
NEW HAVEN, CONN.

GRANT 42–0–004–7; CONTRACT 42–1–005–09

A DEMONSTRATION PROJECT FOR IN-SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES EMPLOYED IN ACTION-RESEARCH

This project is exploring the feasibility and value of increasing the relevance of school to Neighborhood Youth Corps enrollees by providing work in their own communities on research studies and is determining whether school systems can respond to students engaged in this activity with appropriate school work and guidance.

The project works with New Haven and Boston school systems. The enrollees fill regular NYC slots allotted to the school systems and are paid out of NYC funds. The project also provides direction to the teachers working with the students in this activity.

Project period: June 30, 1970, through June 30, 1972.

1.3.25 EDUCATIONAL COMPUTER CORPORATION
PAOLI, PA.

CONTRACTS 82–40–67–56 AND 82–32–70–06

ACCELERATED TRAINING OF UNEMPLOYED AND UNDEREMPLOYED THROUGH SPECIALIZED PROGRAM INSTRUCTION AND THE SMART TRAINER

This project is determining the usefulness of a specialized training technique, using a work simulation device for persons of low reading achievement who could not normally enter nor learn from a traditional skill-training program.

The contractor is recruiting, testing, assessing, and selecting participants for vocational training in three areas—auto mechanics, appliance service, and heating mechanics—for training, counseling, job development, and placement. The contractor uses the SMART trainer (a work-simulation device), controlled laboratory exercises, programed instruction, and specialized instructional materials to test the use of the trainer as a diagnostic tool for predicting job success.

Preliminary findings: *Final Report, The SNAP/SMART Project* (see 3.3.18) discusses the earlier project which trained disadvantaged persons in four high-skill technical occupations (appliance repair, auto mechanics, domestic heating, and electronics) and provided guidance and job placement on graduation. The major project finding was that persons of low verbal conceptual skills could profit from a training program utilizing programed instruction combined with a simulated malfunctions trainer, resulting in higher paying jobs than they traditionally would have to accept.

Other findings were: (1) Dropout rates for the trainees were lower than normal because of the training machine's appeal; (2) their average initial hourly wage was 10 cents an hour more than the average manufacturing wage in the area; (3) 91 percent were still working a year and a half later, with a 16-percent increase in average hourly wage; and (4) motivation was especially high among trainees because they obtained immediate satisfaction from their observed success (because of the sophistication of the SMART trainer). The report contains trainee case studies, descriptions of the SMART simulator in action, a sample chapter of the specially developed programed intruction text, and followup comments of employers.

Contract period: September 1, 1969, through December 31, 1971.

1.3.26 EVALUATION TECHNOLOGY CORPORATION
CAMARILLO, CALIF.

CONTRACTS 42–9–003–05 AND 42–0–001–05

NYC GOES TO A COMMUNITY COLLEGE, AND EXPANDING THE MODEL TO IN-SCHOOL COMPONENTS OF THE NYC PROGRAM

In the summer of 1969, 12 community colleges in California cooperated with local Neighborhood Youth Corps sponsors to operate work-and-study programs. In 1970 the program model was extended to five cities in five States. Youth were recruited from high school juniors and seniors who needed some economic support and some fresh incentive to continued study and effort. The colleges admitted the enrollees to regular and special college credit classes, provided tutoring and instructional support for students needing extra help, provided educational and vocational counseling, and supervised the work of each enrollee. The students passed the college courses with satisfactory grades.

By combining a college environment, college courses for credit, work for pay, and counseling, the great majority of enrollees developed new career plans and new levels of self-confidence.

In 1971 special presentations are being made to NYC sponsors and local community colleges so that they may learn about overall design and daily operations and procedures of the model program.

Preliminary findings: The project has produced two reports so far—*NYC Goes to a Community College, 1970* (see 3.3.22) and *Summer NYC Goes to a Community College, 1971* (see 3.3.23).

Contract period: April 1, 1970, through December 31, 1971.

1.3.27 EVALUATION TECHNOLOGY CORPORATION
CAMARILLO, CALIF.

CONTRACT 42–06–71–01

DEMONSTRATION PROJECT TO EXPAND THE NYC GOES TO A COMMUNITY COLLEGE MODEL TO THE NYC-2 (OUT-OF-SCHOOL) PROGRAM

The project is exploring the feasibility of extending the "NYC Goes to a Community College" model to the out-of-school Neighborhood Youth Corps component as a means of enhancing educational-vocational benefits for enrollees.

The contractor will try out three NYC–2 models involving coordination of services between NYC and community colleges. Model I is a plan for helping individual NYC–2 enrollees obtain immediate entry and make full use of community college counseling and courses in preparing for careers. Model II is a plan for using a vestibule in-group experience on campus before NYC–2 enrollees are assimilated in regular community college programs. Model III is a plan for adapting a total community college program to fit the career preparation needs of NYC–2 enrollees.

Community colleges in Chicago, St. Louis, Phoenix, Cleveland, and in a rural Colorado location, in cooperation with local NYC sponsors, are using the models to conduct work-experience and community college study projects for out-of-school NYC enrollees.

Contract period: November 1, 1970, to October 31, 1971.

1.3.28 GREATER HORIZONS, INC.
NEW YORK, N.Y.

CONTRACT 82–34–69–30

TO CREATE GREATER OPPORTUNITIES IN THE TRUCKING INDUSTRY FOR MINORITY ENTREPRENEURS AND WORKERS

This project is testing the feasibility of organizing minority group, independent truckers into trucking leagues and eventually corporations. Through these corporations, programs are being developed to orient truckers to the industry and its opportunities; provide for economic cooperation among members; upgrade the skills of members and thereby increase their employability; and develop job opportunities for minority group members.

The contractor is making efforts to organize minority group trucking owner/operators into an independent truckers league; organize and develop group purchasing plans of insurance and supplies; develop systems for the utilization of members in moving produce from cooperative farms to urban markets; provide technical assistance and managerial training to entrepreneurs and persons desiring to enter the trucking industry as entrepreneurs; develop plans for improvement of staff capability; and develop a dues structure.

Contract period: February 15, 1969, through August 31, 1971.

1.3.29 GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

CONTRACT 82–36–71–43

STUDY OF OPERATING PROBLEMS AND ISSUES FOR IMPROVEMENT OF EMPLOYER SERVICES IN THE STATE EMPLOYMENT SERVICE

The project is designed to examine thoroughly the nature and causes of decreased job placements by the employment service in several related States, to attempt to determine the most likely corrective modifications to current operations for increasing the quantity and quality of job listings, and to make appropriate recommendations for necessary changes in organizational and operating procedures and techniques to effect these changes, with the particular States involved in the study and elsewhere.

The contractor is to conduct an indepth investigation in three urban areas and one rural area in each of two States. At the end of the third month, the contractor is to conduct a conference with selected Department of Labor staff to review and comment on preliminary findings and future plans. During the last month, the contractor is to conduct another conference with DOL staff to review and comment on the project's proposed final report and recommendations.

Contract period: June 30, 1971, through June 30, 1972.

1.3.30 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANT 92–25–71–05

DR. I. IRA GOLDENBERG

EMPLOYMENT AND ADDICTION: PERSPECTIVES ON EXISTING BUSINESS AND TREATMENT PRACTICES

This grant will assess and analyze existing business practices concerning drug use by employees and related employer relationships with manpower and drug addiction control agencies, as a means of developing potential models for coordinated employer-manpower development-drug rehabilitation activities aimed at enhancing employment stability of drug users and ex-addicts.

The grantee is to establish working relationships with several drug rehabilitation programs in the Boston area and collect and analyze information and data on the vocational backgrounds of clients in these programs, manpower services provided, and other areas related to employment of such persons. The grantee will solicit several employers to collect data and information on their policies, attitudes and experiences concerning the hiring and retention of addicts and ex-addicts and relationships with addiction control treatment agencies.

Grant period: July 1, 1971, through March 1, 1972.

1.3.31 HOUSEHOLD TECHNICIANS OF WESTERN PENNSYLVANIA, INC.
PITTSBURGH, PA.

CONTRACT 82–40–70–20

HOUSEHOLD TECHNICIANS OF WESTERN PENNSYLVANIA, INC.

This project is assessing whether a new community-based private corporation can improve and expand household employment opportunities and determining the operating and cost considerations in having such an organization serve as the employer and provide stable employment at good wages to household workers. This is a spin-off of one of eight pilot projects which form a national pilot program under the guidance and supervision of the National Committee on Household Employment.

The project will: (1) Seek to develop a largely self-sustained private household service corporation; (2) attempt to develop the market for a wide variety of household-related services and structure career opportunities and ladders to enable women in the household employment field enter these related occupations; (3) train a minimum of 150 women through a largely on-the-job training approach and develop a model self-sustained training program, combining OJT with 1 day a week in the center; (4) develop and promote the acceptance of an organized association of household workers, and (5) sponsor and promote employer education through a course with a local university, as part of a larger public relations effort to upgrade the status of household employment.

Contract period: May 18, 1970, through October 17, 1971.

1.3.32 THE HUDSON GUILD
NEW YORK, N.Y.

CONTRACT 42–1–003–36

Link Advertising Agencies With the Neighborhood Youth Corps In-School Program

This project is to test the feasibility of involving the advertising industry, on a volunteer basis, with an in-school NYC program.

The contractor is surveying advertising agencies to determine how much support can be generated for such a program. An effort will be made to establish advertising agency work stations for NYC enrollees and to set up a summer workshop for enrollees interested in advertising.

Contract period: April 1, 1971, through September 15, 1971.

1.3.33 HUMAN INTERACTION RESEARCH INSTITUTE

LOS ANGELES, CALIF.

Contract 82-05-70-14

Helping Employers Make Use of What Has Been Learned About Sustained Productive Employment of the Disadvantaged

The contractor is seeking to determine how businessmen, social scientists, and others can work to retrieve information on methods shown to be effective for hiring, training, and retaining the disadvantaged and how groups of volunteer businessmen and others can work to encourage the wide adoption of such methods throughout the business community and elsewhere.

The contractor will conduct site visits, interviews, a literature search, and a conference to gather information on, and produce usable descriptions of, effective company programs and methods. Second phase activity will test a regional technical assistance task force, composed of volunteer businessmen and others, to encourage employers to use effective techniques.

Contract period: March 1, 1970, through August 31, 1972.

1.3.34 HUMANIC DESIGNS CORPORATION

MANHASSET, N.Y.

Contract 82-34-70-04

Mobility Models and Upgrading Programs in the Industrial Setting

This project will test differing methods of introducing and implementing programs for upgrading underemployed workers in industry through: (1) Experimentation with short-term, high-impact training programs; (2) technical guidance to organizations in methods of systematically providing for the mobility of low-skill workers; (3) working in conjunction with a government agency directed toward achieving racial and ethnic parity among groups represented in organizations' internal labor market, such parity to reflect the racial and ethnic composition of the organizations' external labor market; (4) technical guidance to a trade association—The National Restaurant Association—in developing and implementing worker mobility programs within three segments of the association's industrial base; and (5) analyzing the findings derived from such experimental and demonstration programs.

In the earlier phase of the contract, the contractor helped to develop a manpower laboratory within the American Telephone and Telegraph Company and designed program objectives and research instruments for this manpower lab. The contractor also provided technical support for Project Upgrade, a program of the Model Cities manpower and economic development effort in Columbus, Ohio, to train staff in marketing and design of upgrading programs.

The contractor conducted an analytic study of the long-term impact of High Intensity Training (HIT), a technique developed and managed during a previous contract period. Technical support was provided for design, implementation, and analysis of Advanced High Intensity Training, a process marketed by Skill Upgrading in Cleveland.

The contractor built on earlier activities as systems manager for a three-city upgrading project for the design, marketing, and management of worker mobility programs.

In the current phase of the contract work, the contractor is engaged in data collection and analysis within three operating situations—The National Restaurant Association (see 1.3.65), Union Carbide Corporation, and the Equal Employment Opportunity Commission—in order to: (1) Describe employers' present mobility policies and practices; (2) develop strategies for obtaining organizations' agreement to experiment with upward mobility programs; and (3) design, implement, and evaluate employee mobility processes within the organization.

Preliminary findings: In the field of worker mobility, the study has found the following: (1) Where skills shortages are not affecting organizations' productivity (as in the current economic slowdown), employers are not generally receptive to employee mobility programs; (2) the costs of turnover are insufficient inducement for employers to initiate upward mobility programs; (3) the concept of "human capital investment" has not been widely accepted by employers; (4) outside intervention, from an agency such as the Equal Employment Opportunity Commission, can act as a catalyst and induce employers to initiate upward mobility processes; (5) implementation of High Intensity Training (during an earlier phase of funding by the Department of Labor) resulted in in-house training capabilities remaining in 25 percent of the employing organizations where HIT had been initiated; (6) HIT produced for the enrolled workers the agreed-upon wage increases following training but did not generally result in further upward mobility for them.

The *Handbook for Upgrading Low-Skill Workers* (see 3.3.33) is a series of guidelines for design and implementation of an in-plant worker upgrading program. Drawing upon the contractor's experience gained over 5 years in the planning and management of upgrading programs for underemployed workers in over 250 organizations, the handbook enumerates and describes the procedures to be followed in designing and implementing an in-plant upgrading program.

The major sections of the handbook are: (1) An Introduction to the In-Plant Upgrading Concept and the Handbook; (2) Guidelines for Program Planning and Development; (3) Guidelines for Program Operations; and (4) Guidelines for Program Evaluation.

The handbook outlines organizational needs, analysis procedures, and a job task and requirements analysis methodology appropriate for determining training curriculum needs. Recommendations for structuring curricula, both format and content, are contained in the Guidelines for Program Operations.

An appendix on Marketing In-Plant Upgrading Programs presents guidelines for introducing such programs into an organization. A second appendix contains a series of forms recommended for use in job task and requirements analysis.

Upward Mobility for the Underemployed Worker (Issues and Problems Series/Manpower and Mobility)—see 3.3.34—reports on the proceedings of two seminars on the theme of Upward Mobility Processes for Unemployed Workers. It presents substantial excerpts from the seminar discussions and an introductory summary of the discussion highlights. The seminars sponsored by Humanic Designs Corporation included international labor union leaders on one occasion and corporate managers on another.

Another report *Follow-up Analytic Study of a Three-City Upgrading Program* (see 3.3.35) is an account of the contractor's analytic study of the long-range impact upon trained workers and their employing organizations of the High Intensity Training programs conducted in Baltimore, Cleveland, and Newark during 1968–69. HIT graduates received the wage increases agreed upon at the inception of the training effort. However, the initial increase was not sufficient to place them on a par with workers in similar industries in their cities.

Contract period: September 1, 1969, through August 31, 1972.

1.3.35 ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

GRANT 92–15–69–22; CONTRACT 82–15–70–22

HUMAN SERVICES MANPOWER CAREER CENTER

This project is to explore the potential and value of a human services manpower career center operated by a State employment service to: (1) Provide a clearinghouse for all groups working in various sectors of human services manpower development; (2) identify the key agencies for developing and implementing common guidelines, job definitions, salary standards, and strategies; (3) provide machinery for collaborative planning, research, program implementation, and evaluation; and (4) strengthen employment service capability for job analysis, job development, counseling, and placement of human service manpower.

The center has engaged the commitment and active participation of representative community groups in the planning and implementation of its operations. It is also involved in sponsoring or collaborating in a continuing sequence of workshops, seminars, and other training activities designed to help participants explore common problems and come to appropriate solutions.

Preliminary findings: The project so far has produced a report *Human Services Manpower Career Center—the First Year, December 1970* (see 3.3.36).

Project period: July 1, 1969, through June 30, 1972.

1.3.36 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

CONTRACT 82-18-71-24

DR. ERNST W. STROMSDORFER, DEPARTMENT OF ECONOMICS

ECONOMIC AND INSTITUTIONAL ASPECTS OF THE COOPERATIVE VOCATIONAL EDUCATIONAL PROGRAM IN DAYTON, OHIO

This project will make an institutional and economic analysis of an exemplary cooperative vocational education program in Dayton, Ohio. With reference to this program, answers are to be sought to the following specific issues: (1) To what degree does the program facilitate the transition from school to work? (2) To what degree does the program increase the effectiveness of scholastic performance? (3) To what degree can the program be generalized across the larger student body and, especially, disadvantaged groups?

Contract period: May 15, 1971, through November 15, 1972.

1.3.37 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

CONTRACT 82-18-71-29

DR. ERNST W. STROMSDORFER, DEPARTMENT OF ECONOMICS

ECONOMIC ASPECTS OF THE WORK EXPERIENCE AND CAREER EXPLORATION PROGRAM

This project is measuring the impact of the Work Experience and Career Exploration Program (WECEP) on the scholastic performance and school adjustment of 14- and 15-year-old high school students who may be dropout-prone, disadvantaged, or handicapped. With reference to the objectives of the WECEP program which is designed to serve dropout-prone youth and is intended to make education more relevant to disoriented youth and increase their incentive to learn academic skills, a number of questions including the following will be considered: (1) To what extent does enrollment in WECEP reduce the dropout rate and increase the attendance rate? (2) Is there a positive relationship between length of enrollment in WECEP and a reduction in the probability of dropping out and increase in attendance; if so, of what magnitude? (3) Is there a positive relation between amount of earnings gained in the WECEP program and a reduction in the probability of dropping out and increased attendance; if so, of what magnitude? (4) What is the relationship between enrollment in WECEP and scholastic performance, and do hours worked per week affect this relationship? (5) What is the relationship between enrollment in WECEP and improvement in the labor market and scholastic attitudes and values?

Contract period: June 1, 1971, through December 1, 1972.

1.3.38 INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

CONTRACT 82-34-69-44

TRAINING INCENTIVE PAYMENTS PROGRAM (TIPP)

This project is exploring the feasibility of using incentive payments to private employers for upgrading low-income employees in a largely self-administered program.

This study was preceded by a pilot activity to determine employer reaction and necessary administrative practices. The project makes an incentive payment to a company if, on a scheduled basis, the company raises the earnings of the employee. The presumption is that the company will provide training and supportive services for the employee to move up the income scale. The incentive payment to it is in recognition of the costs in undertaking such training and services. The project is gathering data from participating firms on the extent, nature, and effects of upgrading occurring under the program.

Contract period: June 16, 1969, through October 16, 1974.

1.3.39 INSTITUTE OF PUBLIC ADMINISTRATION

NEW YORK, N.Y., and

BUREAU OF LABOR STATISTICS
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

CONTRACTS 82-11-71-11 AND 82-36-71-17

ELWOOD TAUB, INSTITUTE OF PUBLIC ADMINISTRATION; EARL LEWIS, BUREAU OF LABOR STATISTICS

STATE SALARY COMPARABILITY STUDY

The State salary comparability project is developing an information base on private industry salaries necessary to establish fair and equitable salaries for State employees. The project includes five occupational wage surveys by the Bureau of Labor Statistics patterned on the national Professional, Administrative, Technical, and Clerical (PATC) survey used for Federal comparability pay purposes, with the results of the BLS surveys made available to State officials.

To complement the BLS portion of the State salary comparability project, the Institute of Public Administration (IPA) will chronicle the project, including an analysis of pre-existing salary situations and adjustment procedures and the utilization of data developed by this project. The specific objectives of IPA's efforts are to: (1) Provide a chronicle of events, describing the results of meetings between Federal and State officials regarding the project; (2) assess the events and factors bearing upon the utilization of the surveys by the State officials and the State legislatures; and (3) indicate the steps to be considered by the Manpower Administration for future studies of a similar nature.

Cooperative working relationships have been initiated with the U.S. Civil Service Commission which has control responsibility for Federal coordination of these types of projects under the Intergovernmental Personnel Act.

Completion is scheduled for February 1973.

1.3.40 JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.

PHILADELPHIA, PA.

CONTRACT 82-40-69-36

DEVELOPMENT ASSISTANCE INSTITUTE FOR WORK-SAMPLE PROGRAMS

The objective of this project was to build upon the knowledge already developed, in the first phase of project operation, covering: (1) The feasibility and methods of assisting manpower agencies (primarily State employment services) around the country in establishing work-sample programs as a part of orientation-testing-counseling-referral components of manpower programs (such as WIN or CEP); (2) the value and effectiveness of the work-sample program as a tool in improving traditional counseling and placement services to disadvantaged applicants; and (3) procedures for conducting the work-sample program as an integral part of manpower program operations and as a sophisticated diagnostic tool.

This phase of the program enabled full development assistance to State ES and CEP staffs in more than 35 cities operating local work-sample programs. The program is now funded through USTES, and assistance is being provided to additional WIN, CEP, and local employment service programs.

Preliminary findings: The project has produced a report on phase I—*Work-Samples: Signposts on the Road to Occupational Choice* (see 3.3.41).

A complete final report of phase II (March 16, 1970, to March 15, 1971) is in preparation and will be available by August 1, 1971.

1.3.41 JOB CORPS HEALTH UNIT

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

CONTRACT 82-11-71-14

MANPOWER DEMONSTRATION PROJECT FOR CONTROL AND PREVENTION OF DRUG MISUSE

This project will explore the feasibility of and potential for operating model drug prevention and treatment programs at three residential manpower centers. Each center is to develop a program containing the following common components: (1) Drug identification mechanism; (2) in-center drug misuse control program; (3) drug education—staff training; (4) community linkages (for example, utilization of community drug facilities and resources); and (5) evaluation.

The project is to establish and maintain in-center drug misuse control programs, incorporating a variety of educational and counseling efforts, at three Job Corps centers with enrollees who have been identified as drug users.

Contract period: March 15, 1971, through March 14, 1972.

1.3.42 JOB CORPS HEALTH UNIT
U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

CONTRACT 82–11–71–15

SURVEY OF KNOWLEDGE, ATTITUDES AND PATTERNS OF USE OF DRUGS BY JOB CORPS ENROLLEES

This project is seeking to: (1) Gain information concerning the knowledge, attitudes, and patterns of drug use by Job Corps enrollee groups of differing socioeconomic, geographic, environmental, and cultural origins; and (2) ascertain the extent to which Job Corps center staffs and enrollees have similar knowledge, attitudes, and perceptions concerning drug use.

The contractor will design, develop, administer, and analyze the results of a comprehensive questionnaire aimed at gathering Corpsmen and staff attitudes toward and perceptions of drug use from approximately 13,000 Corpsmen and center staff at 16 selected Job Corps centers.

Contract period: March 15, 1971, through March 14, 1972.

1.3.43 THE JOHNS HOPKINS UNIVERSITY
SCHOOL OF MEDICINE
BALTIMORE, MD.

GRANT 92–22–69–24

RODNEY REILLY, JOHN F. KENNEDY INSTITUTE

DEVELOPMENT OF GUIDES FOR A NEW MODEL NEW CAREERS PROGRAM

This grant is exploring the potential and value of developing guides for a new model "New Careers" program in the health field.

A program analyst is supervising the development, coordination, and assessment of a unique New Careers program in the health field for disadvantaged persons and is preparing the guides and other "how-to-do-it" materials (such as trainers' manual, trainees' manual, and program handbook) which can be used to duplicate the model.

Grant period: July 14, 1969, through August 25, 1971.

1.3.44 KANSAS STATE UNIVERSITY
MANHATTAN, KAN.

CONTRACT 82–18–68–31

DR. RICHARD MORSE, DEPARTMENT OF FAMILY ECONOMICS

HOMEMAKER SERVICE DEMONSTRATION TRAINING PROJECT

This project is part of a larger eight-project program, initiated by the National Committee on Household Employment, to determine the feasibility of different approaches to restructure household employment occupations to make them more attractive and rewarding for both the worker and the employer. The project is being continued for an additional 13 months to allow time for Kansas State University to hold a Midwest regional conference to discuss the project findings and methods for providing homemaker services. An assessment of the eight projects has been made by M. K. Trimble Associates, Inc. (See 2.3.54.)

The project explored the feasibility of developing necessary skills, personal qualities, and desire of household workers to assume full or partial responsibility of managing a home or to assist an individual or family in periods of stress or crisis. The project provided training, counseling, and assistance in finding jobs for the more than 100 graduates of the program. Many graduates found jobs with State agencies and private employers.

The project has had success in training homemakers and in giving the occupation status and dignity. It has demonstrated that families in communities can benefit from having trained homemakers available in times of need and that provision of their services is not yet the responsibility of any Kansas agency.

Preliminary findings: Two reports have been produced under this project—*Homemaker Service Demonstration Training Project: Final Report* (see 3.3.46) and *Homemaker/Home Health Aide Services Conference Follow-up Report* (see 3.3.47).

Contract period: January 15, 1968, through August 31, 1971.

1.3.45 LEO KRAMER, INC.
WASHINGTON, D.C.

CONTRACT 82–11–71–32

A FEASIBILITY STUDY FOR DEVELOPMENT OF SUPPORT SERVICES FOR HEALTH-IMPAIRED COAL MINERS

The Federal Coal Mine Health and Safety Act of 1969 (sec. 203) provides for the mine operator to take the responsibility for reassigning miners afflicted with pneumoconiosis in mine environments to less hazardous worksites. The project involves a study of the operational experience of this provision in the act, finding out what has actually happened to miners notified of their impairment. In addition, the contractor is to develop a model program utilizing the best mine operator, community, State, and Federal services which could be mobilized to assist the miner who chooses to exercise his option and change his job in the mine complex.

The contractor is also to develop services that respond to those options which the miner himself might take into consideration—for example, leaving the mining industry entirely—even though these are not spelled out in the legislation.

Contract period: June 9, 1971, through March 9, 1972.

1.3.46 MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

CONTRACT 82–24–70–23

UTILIZATION AND DIFFUSION OF GROUP COUNSELING TECHNIQUES

The contractor is experimenting with a strategy for diffusion and utilization of knowledge about group counseling and for helping practitioners apply this knowledge effectively.

The contractor is: (1) Gathering what has been learned by social scientists about group counseling techniques and developing operating generalizations from this knowledge; (2) developing, in an agency setting, the application of these generalizations and preparing guidelines and a set of training materials for agency staffs; (3) experimenting with the diffusion and utilization of these guidelines and training materials by several other agencies who will consult with each other and with project staff for maximum interchange of ideas and experiences; (4) conducting conferences with agency staffs who might use these techniques and materials; (5) producing guidelines for State employment service administrators on procedures they should consider establishing to obtain utilization of innovations; and (6) reporting what has been learned about the utilization of innovations.

Contract period: July 1, 1970, through June 30, 1972.

1.3.47 THE MATCH INSTITUTION
WASHINGTON, D.C.

CONTRACT 82–11–71–16

CHARLES C. KIM

EMPLOYMENT ASPECTS OF GOVERNMENT PROGRAMS TO AID MINORITY BUSINESS FIRMS

The study analyzes the employment effects of selected Federal Government programs to aid minority business firms. This involves a survey of the minority population receiving loans from the Small Business Administration, loan guarantees, and grants, as well as assistance in obtaining government contracts and a study of the socioeconomic effects of minority enterprise programs in selected communities.

Completion is scheduled for June 1972.

1.3.48 OFFICE OF THE MAYOR
CLEVELAND, OHIO

CONTRACT 82–37–70–32

ADVANCED HIGH INTENSITY TRAINING

This project will determine whether and how certain techniques, developed in earlier High Intensity Training (HIT) projects to stimulate and aid brief training for one-step upgrading, can be elaborated and refined to have employers train and upgrade their own lower wage employees to fill substantially higher paid skilled or supervisory positions for which shortages of trained employees usually exist.

The project: (1) Works with employers to develop and provide training for employees so that, after 100 to 300 hours of training, they will be advanced to skilled or supervisory jobs providing pay increases of 30 percent or more; (2) develops on the staff of each participating employer training-counseling and related capability to help the employer carry forward and further upgrade training programs of this type; (3) uses outside training resources to complement its own in-plant training; and (4) undertakes an analysis of the effectiveness of the program so that others interested in the program may understand its problems and potential.

Contract period: June 30, 1970, through October 31, 1971.

1.3.49 THE MENTEC CORPORATION
LOS ANGELES, CALIF.

CONTRACTS 82–05–69–46 AND 82–05–70–05

OPERATION PATHFINDER

This project is to: (1) Develop, apply, and test the effectiveness of methods to improve employer skills in dealing with, and at the same time effect desirable changes in the behavior of, disadvantaged employees through "social reinforcement" techniques and pre-job behavioral training, particularly in the NAB/JOBS system of hiring, training, and providing supportive services; (2) determine whether juvenile parolees can be developed to function effectively as counselor aids for industry; and (3) collect data and measure whether the methods described above increase job retention and income and reduce recidivism rates of parolees.

The contractor will continue to develop, particularly within the NAB/JOBS structure, jobs and training for male and female juvenile parolees, ex-offenders, and other hard-core disadvantaged youth. The contractor is training supervisors in methods of encouraging and reinforcing desirable behavior of enrollees. The contractor is also collecting data for one experimental and three control groups to measure job retention, income, and recidivism rates.

Contract periods: June 15, 1969, through September 15, 1969 (development), and September 1, 1969, through February 29, 1972.

1.3.50 MICHIGAN EMPLOYMENT SECURITY COMMISSION
DETROIT, MICH.

CONTRACT 82–26–71–41

TESTING OF VARIOUS METHODOLOGIES FOR INCREASING JOB LISTINGS

This project will: (1) Explore, in Grand Rapids, various means of bringing about an increase in the quantity and quality of the job orders listed at local employment service offices in order to render better service to jobseekers and employers; and (2) develop guidelines and materials for use in employment service offices in Michigan and elsewhere based on those procedures proven useful in this project.

Ergonomics, Inc. (which did preparatory work for this project under a short-term contract now expired) is subcontracted to assist the contractor in establishing the useful practices as part of State and local employment service operations.

Contract period: June 30, 1971, through December 31, 1972.

1.3.51 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

CONTRACT 82-26-71-44

DR. DALE E. HATHAWAY, DEPARTMENT OF AGRICULTURAL ECONOMICS

RURAL MANPOWER POLICY RESEARCH GROUP

This project is to provide the Department of Labor with research and consultation directed toward the formulation of policies and programs to improve rural manpower services. A related objective is to bring ongoing and future research more closely into the policy area by increasing the interaction between research designers and policy and program planners through seminars and conferences.

Research topics are to be selected from among the following: (1) Labor market information needs and alternative methods of meeting them for operation of rural manpower programs and for policy formulation; (2) an index of rurality and of program needs as a basis for designing differential programs and determining funding priorities for rural counties; (3) strategies for improving existing programs and for developing new programs for rural workers, such as Operation Hitchhike; (4) models for delivery of manpower services in areas of low-population density and for special groups—such as migratory farmworkers or low-income farm operators faced with displacement; (5) coordination and improvement of the quality of data systems related to rural labor market information, rural labor force, occupations, and outlook; and (6) in-service training programs designed for re-orientation of rural manpower personnel.

The contractor is to plan and conduct seminars and conferences aimed at improving the application of research findings to current and forthcoming policy issues. Two conferences are to be held—one on rural labor market information and one on improving the delivery of rural manpower services. Two seminars are to be held also, on topics to be selected in consultation with the Department of Labor.

The contractor is to abstract and integrate research findings, his own as well as others, and prepare policy papers for use by the Rural Manpower Service of the Department of Labor and other interested individuals and organizations.

The project also provides for consultation service to the Department of Labor by the contractor to assist it in carrying out its mission in the area of rural manpower service.

Contract period: July 1, 1971, through September 1, 1972.

1.3.52 UNIVERSITY OF MICHIGAN, OFFICE OF RESEARCH ADMINISTRATION
ANN ARBOR, MICH.

CONTRACT 82-24-69-47

DR. JESSE GORDON AND DR. LOUIS A. FERMAN, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS AND SCHOOL OF SOCIAL WORK

PROGRAM FOR INFORMATION ON MANPOWER SERVICES

Resources of the University of Michigan/Wayne State University Institute of Labor and Industrial Relations and the University of Michigan School of Social Work have been drawn together under this contract to operate a "manpower laboratory" that will explore ways to: (1) Bridge gaps between scientific knowledge and ongoing practices in manpower programs; and (2) work out systems for manpower agencies and private employers to utilize innovative manpower development strategies and techniques, so that disadvantaged persons can be better identified and served.

The laboratory retrieves information from ongoing programs and from social science research, analyzes it, presents it in forms useful to manpower agencies and employers, and works with agencies to help them develop self-retrieval capabilities that lay the basis for self-assessment and improvement.

Reports in preparation include a coaching manual, an analysis of the coaching experience of three manpower service agencies, and a study of agency-company relationships in manpower programs for the hard-to-employ. The current focus is on how agencies work with disadvantaged job applicants, on how agencies relate to employers and to agencies which provide supportive services, and on the development of self-assessment capabilities in manpower agencies.

Contract period: July 1, 1969, through December 31, 1971.

1.3.53 MISSISSIPPI SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR) PROJECT
JACKSON, MISS.

CONTRACTS 87–26–66–09 AND 82–26–70–12

LABOR MOBILITY PROJECT

This project is developing model mobility assistance operational guidelines, while in actual operation for underdeveloped rural areas and for CEP-serviced rural areas.

The contractor is operating labor mobility projects in Mississippi, Arkansas, and Tennessee for 300 rural, unemployed, or underemployed workers, linking specific labor-surplus areas with growth centers. It integrates its mobility assistance system with the Arkansas rural CEP.

Preliminary findings: The earlier project found that stable relocations could not be achieved without counseling, often with the whole family, and that pre-move services can increase the "success" rate considerably. The project experimented with three different staffing patterns and found that a flexible staff, able to move from recruitment in the labor-surplus area to counseling and job development in the labor-shortage area, is a most effective allocation of personnel. The project has also learned that family stability is a crucial factor in unsuccessful relocations, and the contractor is developing ways of assessing this quality before long-distance moves are undertaken (see 3.3.62).

Contract periods: June 27, 1966, through February 28, 1970, and March 1, 1970, through September 30, 1971.

1.3.54 MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

CONTRACTS 82–34–66–25 AND 82–34–69–18

NEW OCCUPATIONS DEMONSTRATION PROJECT

This project was originally jointly funded by the Department of Labor and the Office of Economic Opportunity in 1966, about a year before the enactment of the New Careers Amendments to the Economic Opportunity Act. Project staff have been working with city hospitals and private medical centers to restructure the local delivery systems for health services while opening up new career opportunities in the health field to disadvantaged adults. Two new entry-level jobs in several municipal hospitals have been created (social health technician and psychiatric health technician), and the project has also developed a training model for preparing disadvantaged adults for employment at these jobs.

The purpose of the current work, begun in 1969, is to: (1) Conduct training for and institutionalize these and additional new occupations in the health field; (2) develop upgrading avenues for the new health technicians in these occupations at the institutions where they are employed and at local colleges; and (3) test the transferability of methods used in the health programs to other industry sectors.

The current work is separated into two components —the New Health Occupations Program (NHOP) and the Gateway Project. The NHOP is in its third phase and will assess the impact of the programs' various efforts to train and place disadvantaged adults in new health occupations, including blood bank technician. (OEO is paying staff and administrative costs for this component and the Manpower Administration is paying most of the training allowance costs.) The Gateway Project, which explores the potential for influencing and guiding employer and union policies affecting the development and use of manpower particularly in skill shortage industries, is designed to: (1) Combine immediate entry-level job placement for adult men in mechanical services industries (currently electric typewriter repair and industrial sewing machine repair) with after-hours skill training (without stipends) for higher level jobs in the same industries; and (2) elicit employer support and sponsorship for a program which provides skill training, geared to those employers' needs, for male and female drug addicts involved in a recognized drug withdrawal program.

Preliminary findings: The NHOP staff designed a trainee selection procedure judged to enhance trainees' success in the program. Questionnaires, group testing sessions, group discussions, and individual interviews were part of the selection process, according to *New Health Occupations Program: Selection Procedure and Screening Instruments* (see 3.3.67). It was found that enrollees must achieve a sixth-grade literacy level on the tests if they are to have a good chance of completing a 40-week health technician training program. Other NHOP findings are reported in *Establishing a*

New Career: The Social Health Technician (see 3.3.66). Some of them are: (1) With the exception of short-term courses for nurses' aides, there are few cases of systematic in-service preparation of staff for promotion or on-the-job training of new professional personnel; (2) new health technicians may find their opportunities for advancement severely limited without high school diplomas because there are as yet no employment and promotion criteria based upon actual skills and knowledge required to perform health service work; and (3) operational and advisory committees are an important aid in solving the problems and achieving the goals of new careers training programs.

The Gateway Project staff found that the male enrollees expressed themselves better when gathered together near the machines they were to learn about than in round-table group discussions, used successfully with the women in the NHOP.

Gateway enrollees generally preferred training in electric typewriter repair to sewing machine repair, with more of the Puerto Rican than black enrollees interested in the latter. Project staff speculated that men attached status to "business machine" (typewriter) repair work.

Completion is scheduled for September 1971.

1.3.55 MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Contracts 82-34-69-21 and 82-36-71-07

Experimental Manpower Laboratory to Test Innovative Manpower Development Strategies for Disadvantaged Persons

This experimental manpower laboratory is exploring the feasibility and value of various innovative programmatic strategies for meeting the manpower development needs of disadvantaged persons, particularly youth. The contractor is designing and systematically assessing the relative effectiveness of: (1) New manpower tools and program models for enhancing employer involvement and effectiveness in hiring, training, and upgrading hard-to-employ workers; (2) new techniques to meet special problems of job training and work-experience manpower programs; and (3) new methods and guides on employment practices to enable more effective job retention, mobility, and performance for the disadvantaged. Laboratory staff have the capability for designing and operating local manpower programs and for applying research methods in analyzing such programs. The Mobilization for Youth, Inc. (MFY) laboratory is an action-research setting in a low-income community (the lower east side of New York City) and is geared to develop, run, and measure the effectiveness of new manpower techniques.

The contractor will: (1) Design, conduct, and assess experimental and demonstration projects which are planned, through systematic and empirically measured practices, to explore the significance of alternative methods of dealing with manpower problems of disadvantaged persons; and (2) present the projects' findings in such a form that they can be utilized by the Department of Labor, industry, and other manpower training programs.

Preliminary findings:

1. *Comprehensive Report on MFY Laboratory Activities in 1970* (see 3.3.68), in two volumes, includes descriptions of each major laboratory effort, with details on both successful and unsuccessful studies and experiments. In addition, it identifies developmental work to be undertaken in 1971 on 1970 accomplishments that warrant further work.

The report also provides full details on why MFY found that several new ideas were not feasible for further development, including: (1) Providing recently detoxified narcotic addicts with a concurrent program of work training and residential "halfway" house drug treatment support; (2) utilization of private employment agencies for effectively placing hard-core disadvantaged persons; and (3) expanding employment opportunities for AFDC welfare mothers via the "work-pair" concept (two mothers each work part time to cover one full-time job and take care of each other's children).

2. MFY has published the following four monographs related to "Fulfilling the Potential of NYC-2" (see 3.3.69): (1) *Integrating Remedial Education Into Neighborhood Youth Corps Training Programs*; (2) *Criteria for the Selection and Training of Neighborhood Youth Corps Work Supervisors*; (3) *New Directions in the Vocational Counseling of Neighborhood Youth Corps Trainees*; and (4) *The Utilization of Industrial Advisory Committees to Increase Employment Opportunities.*

These four monographs are the first in a series to be expanded in 1971 and are guides for the use of designers and operators of NYC–2 (out-of-school) programs at the local level.

3. *Industrial Guidelines For Undertaking a Hard-Core Employment Program: An Analytic Case Study of the Experiences of An Urban Industrial Organization* (see 3.3.70) concluded that previous studies concerned with the "incorporation" of the disadvantaged into private industry were too global and not grounded enough in depth analyses of the experiences of companies that have undertaken such training-employment programs. MFY conducted this "nonparticipant-observer" analytic case study of a New York City industrial organization's experiences with a JOBS Program MA–5 contract from planning for the program, prior to contract, through completion of the program.

4. The handbook, *The Work Sample: Reality-Based Assessment of Vocational Potential* (see 3.3.72), supplements technical assistance materials being used by the Philadelphia Jewish Employment and Vocational Service (JEVS) in installing a work-sample program in regular manpower operations around the country (35 cities to date). JEVS technical assistance materials will be expanded with this handbook, which is now being incorporated into the JEVS technical materials package. This publication offers guides for developing work samples, establishing a vocational evaluation unit, and training vocational evaluators.

5. MFY, like other agencies around the country administering manpower programs, has found that paper-and-pencil and other tests commonly used as vocational screening devices have built-in biases that severely limit the performance of undereducated and culturally different individuals. The disadvantaged generally lack experience in taking tests and exposure to the middle-class culture these tests reflect.

The publication, *Problems of the Disadvantaged in Test-Taking* (see 3.3.71), outlines MFY's experience in finding ways to prepare hard-to-employ individuals to take employment and other tests. It includes approaches for overcoming the applicant's test anxiety and poor test motivation, qualifications for test examiners, and relevance of tests to job work. Details are provided on MFY's procedure for pretesting orientation, including practice test-taking and remedial tutoring.

6. The development of a self-administered, programed course of study—*Maximizing Your Training Efficiency*—for work supervisors and other training instructors was inspired by the following problems: (1) Many work supervisors who are delegated the task of providing skill training to newly-hired disadvantaged persons do not know how to function as trainers; (2) most special instructions for work supervisors concerning how to conduct training-employment programs for the disadvantaged merely present broad guidelines which the work supervisor himself must translate into practical actions; and (3) work supervisors are typically delegated the task of instructing new employees in the technical skills of their jobs, but lack of job-required behavior skills (such as punctuality or acceptance of authority) is usually the primary cause of employer dissatisfaction with the newly-hired disadvantaged person.

This training manual (a self-study staff training curriculum) is designed to instruct work supervisors and other trainers in the "how to's" necessary for them to better present their skill training programs to disadvantaged persons and how they can at the same time train such persons in job-required behavioral skills. The manual serves as a programed instruction course aimed at teaching work supervisors and other trainers how to apply contingency management reinforcement learning principles and procedures as a means of enhancing both social job skills (job-required behavior) and technical job skills (such as productivity) among new disadvantaged workers. This training manual is not yet a final product and, therefore, is not available for distribution. It is currently being refined and readied for formal testing through an experimental and control group design in public agency and private industry settings.

7. As a means of overcoming the inadequacies of traditional counseling methods in programs for the disadvantaged, MFY has developed a unique curriculum to be used by counselors so that they function as trainers in remedying specific "skill deficits." *The Pre-Planned Behavior Modification Training Program* includes staff training materials, enrollee lesson plans, and related evaluation procedures. It is aimed at showing that disadvantaged persons can be taught job-required skills by counselors through a structured-systematic, pre-planned curriculum just as technical job trade skills are taught.

This training manual serves two purposes. First, it teaches staff how to use the system. Secondly, it is a series of lesson plans and related materials and procedures to be used by counselors in training disadvantaged persons in job-required behavioral skills commonly known as "good attitudes and work habits." Overall, the materials represent a specialized behavior modification training program which seeks to extend manpower programing a major step beyond its current activities of role models, informal orientation, and crisis counseling.

This tool for counselors has not yet been formally evaluated. It is currently being readied for such assessment through empirical research.

Contract period: December 16, 1968, through December 15, 1971.

1.3.56 ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

CONTRACT 82–11–71–42

PROJECT TO ASSIST CIVILIAN HOSPITALS IN HIRING AND RETAINING MILITARY-TRAINED MEDICAL PERSONNEL

This project seeks to determine the problems faced by a large hospital in recruiting, placing, and retaining veterans who have had military medical training and experience and to devise and test methods to overcome these problems.

The contractor will: (1) In the first three months, design and develop a demonstration project to work with the Cook County, Ill., hospital in hiring and placing former servicemen who have had some health training; (2) recruit, test, select, and place veterans in the hospital in subsequent months; (3) develop a system of supportive personnel policies and career mobility; (4) conduct a literature search and prepare an experimental analysis of the data collected; and (5) establish an allied health manpower advisory panel, composed of six nationally renowned experts in the field of allied health manpower, to review and guide the project's progress.

This project grew out of the research findings of an earlier study: *Transferability of Military-Trained Medical Personnel to the Civilian Sector.* (See 3.1.40.)

Contract period: June 21, 1971, through June 21, 1972.

1.3.57 NATIONAL CAPITAL AREA CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

CONTRACT 82–09–70–07

EMPLOYER SPONSORED CHILD DAY CARE CENTER DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

This project is exploring the feasibility and value of establishing an employer sponsored child day-care center, including: (1) The usefulness of employer sponsored child day care as an aid in recruiting prospective employees from inner-city poverty areas; (2) the effects of employer sponsored child day-care on employee stabilization; and (3) the impact of the project on public and private employers in the Washington, D.C., area.

The contractor will continue and expand the operation of the present day-care center for children of new employees of the Department of Labor who could not work if low-cost child day care was not available and of current DOL employees who have inadequate day-care arrangements. The center's program fosters intellectual, social, emotional, and physical development of the children and an independent evaluation assesses the impact of these efforts (see 2.3.32).

Contract period: October 1, 1969, through August 31, 1971.

1.3.58 NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

CONTRACT 82–09–70–24

PROMOTING PUBLIC AGENCY EMPLOYMENT OF DISADVANTAGED PERSONS

The contractor is to produce guidelines and a model plan that could be used or adapted by any city, county, or State public agency to enable it to rapidly hire large numbers of unemployed disadvantaged persons with few skills should funds become available.

The contractor is working with two agencies to develop specific plans for work to be done and types of persons to be hired, identify considerations involved, and devise ways of taking them into account in the plans.

Contract period: June 15, 1970, through December 14, 1971.

1.3.59 NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

GRANT 42–0–005–34

EXPERIMENTAL OPERATIONS RESEARCH ON A MONITORING-ASSESSMENT SYSTEM FOR YOUTH-TUTORING-YOUTH E&D MODEL FOR IN-SCHOOL NYC PROGRAMS

This grant is exploring the use and value of operating a monitoring-assessment system for youth-tutoring-youth in-school Neighborhood Youth Corps projects. A program of experimental operations research will be conducted with experimental and control groups to determine the impact of these projects on both NYC enrollees and the youngsters they tutor.

The grantee tested a monitoring-assessment system during the summer of 1970, and the system was to be operational during the 1970–71 school year in conjunction with the in-school NYC program in at least three cities.

The grantee had earlier demonstrated the usefulness of tutoring assignments to NYC enrollees (see 3.3.77). Low achievers were found to make significant learning gains when suitably trained and put to work as tutors, and the younger low achievers they tutored were found also to have made significant gains. The grantee subsequently provided technical assistance to NYC sponsors installing the youth-tutoring-youth program and provided curricula and supervisory manuals.

Grant period: June 30, 1970, to October 1, 1971.

1.3.60 NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

GRANT 42–1–004–36

DAY CARE-NYC YOUTH HELPER PROGRAM

This project is to explore the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day-care centers. This new work-experience model will: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including those in the field of child care; and (3) better prepare the participating youth for parental responsibilities.

The grantee is to establish special work stations for in-school NYC enrollees at four established day-care centers which provide after-school care for school-age children in kindergarten through the sixth grade. The enrollees are to serve as "youth helpers" and will receive close supervision.

Grant period: June 30, 1971, to June 30, 1972.

1.3.61 NATIONAL COMMITTEE FOR CAREERS IN MEDICAL TECHNOLOGY
BETHESDA, MD.

CONTRACT 82–22–70–35

DEVELOPMENT OF PROFICIENCY EXAMINATIONS IN THE MEDICAL LABORATORY FIELD

The contractor is seeking to develop proficiency examinations as a means of fostering placement and promotion of competent medical laboratory workers who lack formal credentials.

The contractor has set up an advisory committee, composed of persons broadly representative of the medical technology field, to guide development of the proficiency tests, which are being constructed through subcontract with the Educational Testing Service, of Princeton, N.J. During the last half of the contract year, the tests are to be validated on technicians currently working in clinical laboratories. In addition, the contractor, under the auspices of its national office and through its network of chapter members, will promote and publicize the usefulness of these exams (along with equivalency exams concurrently being developed by Public Health Service) among employers in the medical laboratory field and other allied health areas.

The advisory committee is made up of pathologists, medical technologists, military laboratory educators and directors, and Department of Labor specialists. Cooperating agencies and programs for implementation include: Project Transition, Operation MEDIHC, Project REMED, State and local employment services and public health departments, and chapters of the American Society of Clinical Pathologists. (See 3.3.78.)

Grant period: June 30, 1970, through September 30, 1971.

1.3.62 NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH
NEW YORK, N.Y.

CONTRACT 82–34–70–29

DEMONSTRATION TO DEVELOP ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR UPGRADING PARAPROFESSIONALS

With the assistance of human service agencies, employers, educational institutions, appropriate unions, and professional societies, this project is developing and testing a series of new credentials and promotional standards for paraprofessionals in the human service employment field for upward movement to better jobs. Recommendations to employers will be developed on how to determine who is qualified for promotion and what support and assistance the employee will need to handle the higher level job. This is a followup study of findings from a previous project whose report was issued as MDTA Experimental and Demonstration Findings No. 8 (see 3.3.81).

Contract period: July 1, 1970, through September 30, 1971.

1.3.63 NATIONAL LEAGUE OF CITIES—CONFERENCE OF MAYORS, INC.
WASHINGTON, D.C.

CONTRACT 82–11–71–22

PILOT PROGRAM FOR UNEMPLOYED ENGINEERS AND SCIENTISTS

This project will determine: (1) Whether the professional manpower needs of State and local governments can be met effectively in part by unemployed scientists and engineers; (2) whether a brief orientation and/or financial assistance for on-the-job development is necessary and adequate to help the transfer of such personnel; (3) whether a central organization of representatives of State and local governments can develop an interarea network in cooperation with State ES agencies and professional associations for selection, development, and placement of staff for such governments.

The contractor is to work with State and local governments to identify jobs; recruit and select 400 to 600 unemployed aerospace or defense engineers and scientists from 10 areas of high engineer-scientist unemployment rates; arrange with two universities for a 4-week program of orientation in State, county, or city governments for up to 400 of the participants; place participants in jobs after selection or after orientation, depending on their need for orientation; provide payment to government employers to cover post-hiring development expense; and conduct an assessment and followup analysis to determine the extent to which the project met its objectives.

This is a joint project with the Department of Housing and Urban Development. Both DOL and HUD are providing the funds through separate but similar contracts.

Contract period: May 1, 1971, through April 30, 1972.

1.3.64 NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

CONTRACT 82–11–71–08

SYSTEM FOR COLLECTING ADVANCE INFORMATION ON CHARACTER AND EXTENT OF EMPLOYMENT GENERATED BY NEW GOVERNMENT CONTRACTS

The contractor is determining the feasibility of developing an advance warning system that will provide information about the local impact of Federal procurement contracts which can facilitate efforts by the Federal Government and private groups to expand unemployment, upgrading, and training options for unemployed or underemployed persons.

Concentrating on two major defense contracts, pertinent information required in an early warning system is being sought from a variety of sources including government and private employers. The experience with these contracts will constitute a basis for indicating the information which is available and the information which is needed to provide an advance warning system on a regular basis.

Contract period: November 30, 1970, through September 30, 1971.

1.3.65 NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

CONTRACT 82-17-71-19

DEVELOPMENT OF MOBILITY MODELS AND UPGRADING PROGRAMS FOR THE FOOD SERVICE INDUSTRY

This project builds on a recent research study by the School of Hotel Administration, Cornell University, carried out with the cooperation of the National Restaurant Association (see 3.2.05). Its objectives are to: (1) Develop, install, and measure the impact of new upward mobility systems for nonmanagement workers (such as kitchen staff, waitresses, and busboys) in three major segments of the food service industry (institutional feeding, hotel food service, and commercial restaurants); and (2) determine whether and how a trade association can effectively provide guidance in job structuring and upgrade training to employers in the industry.

The contractor will rely on three universities—Cornell, Denver, and Michigan State—to analyze the techniques used, including an assessment of the strengths and weaknesses of each. The project will also utilize technical assistance from the Humanic Designs Corp., provided under a separate contract (see 1.3.34).

Contract period: April 15, 1971, through October 15, 1972.

1.3.66 NATIONAL SCIENCE FOUNDATION
WASHINGTON, D.C.

CONTRACT 82-11-71-28

STUDY OF THE EMPLOYMENT SITUATION OF SCIENTISTS AND ENGINEERS

Because of the critical employment situation affecting the scientific and engineering community, accurate information is being sought relative to the employment and unemployment experiences of individuals in these occupations. The Department of Defense and the National Science Foundation are participating in a study of the employment and unemployment experience of scientists listed on the NSF National Register and a sample of 100,000 engineers affiliated with the Engineers Joint Council. Information is being collected on the educational and professional background, fields of specialization, fields of employment, and other characteristics as needed to provide insights into the size and character of the unemployment problems of these groups as a basis for developing corrective action.

Contract period: May 14, 1971, through December 31, 1971.

1.3.67 THE NATIONAL URBAN LEAGUE
WASHINGTON, D.C.

CONTRACT 82-36-71-35

NEW TECHNIQUES IN COMBATTING DISCRIMINATION IN WHITE-COLLAR OCCUPATIONS

This is a demonstration effort to promote the successful placement of blacks and Mexican Americans living in the Houston area through persuasion and advocacy at corporate executive levels. The project is not merely a placement and special outreach program but is specifically designed to demonstrate and test a technique for surmounting discrimination, calling for a well-documented report on the efficacy of the technique and how it might be used elsewhere.

A highly skilled project staff will: (1) Seek out the policymaking and implementing levels of Houston's industrial and commercial employers and document to them the salable skills of blacks and Mexican Americans in Houston; (2) present to these top management levels a sound rationale for establishing immediate employment opportunities for Houston's minority residents, both men and women; (3) let the minority community know of this project so that an ample number of applicants can respond to the local employment opportunities generated by it; and (4) identify and keep track of the values of the various procedures and approaches to high-level company management in order to maintain and increase day-to-day successes in placements, as well as aid in the expansion of this model to other areas.

The project stems from F. Ray Marshall's study, Negro Employment in the South (see 1.1.17).

Contract period: June 21, 1971, through September 20, 1972.

1.3.68 NEW CAREERS SYSTEMS INSTITUTE, INC.
NEW BRUNSWICK, N.J.

CONTRACT 82–34–69–41

DEVELOPMENT OF UPGRADE MODELS IN PRIVATE INDUSTRY

This project, now in its second phase, is developing new methods of adapting jobs and job progression systems in industry to facilitate the promotion of employees whose opportunities for upward mobility would otherwise be limited.

New Careers Systems Institute, Inc. (NCSI) is working with two large companies, each different from the other and from the company worked with in the first phase regarding type of production and occupational structure. Following negotiations with each company regarding job ugprading positions, the employer's in-kind contributions, and employee wage increases, the contractor is analyzing existing job structures and developing a job progression plan leading from entry-level to advanced positions. Job redesign is included, if necessary. NCSI prepares training curriculums and selects a mix of present employees and new hires for training according to the company's seniority-bidding procedures. NCSI trains company personnel as trainers or conducts the full-time upgrade training itself.

In this phase, NCSI is training company staff so that the firm can continue to administer an internal mobility system based upon the new information and methods generated by the project. Through special data collections, NCSI will identify, analyze, assess, and document important project occurrences and findings, in order to prepare various technical manuals and guidelines to meet employers' informational needs regarding concepts and methods in the development, installation, and maintenance of internal upgrading systems.

During the initial phase of contract work NCSI designed and installed an upgrading program in a small company which manufactures plastic print materials. NCSI did job-task analysis and developed a diagonal/vertical career ladder system tied to on-the-job skills training, off-the-job basic education (including courses for the general education diploma), and other supportive services.

Contract period: May 12, 1969, through January 31, 1972.

1.3.69 NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

CONTRACT 82–32–69–33

EDUCATIONAL ADVANCEMENT AND MANPOWER DEVELOPMENT OF WAGE EARNERS IN NEW JERSEY

Through the cooperative efforts of industrial management and labor unions in Middlesex County, N.J., the New Jersey Department of Labor and Industry, with assistance from the Labor Education Center of Rutgers University, New Brunswick, N.J., is exploring ways of advising and encouraging wage earners to make use of available educational and training resources to advance into higher skilled and better paying jobs.

Under a subcontract, Rutgers University operates an educational and motivational counseling program to advise and persuade workers to utilize existing educational agencies and resources for upward mobility and educational development.

Workers in 20 employing establishments are to be enrolled in a broad range of existing adult education programs and counseled for advancement. Approximately 20 members of the participating trade unions work part time with the New Jersey Department of Labor and Industry and Rutgers University personnel to recruit, counsel, and follow up the enrollees.

Contract period: July 1, 1969, through June 30, 1971.

1.3.70 THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

CONTRACT 42–9–007–34

Demonstration Project to Link the Neighborhood Youth Corps to College Entrance

The contractor is exploring the feasibility of providing out-of-school Neighborhood Youth Corps enrollees with a program of special enrichment services as a means of qualifying them for college entrance and linking NYC to the public college system of a major city.

The contractor is working cooperatively with the New York City Human Resources Administration's Manpower and Career Development Agency (HRA–MCDA) in the continuing recruitment and selection of NYC enrollees and selected trainees of HRA–MCDA Regional Opportunity Centers for the project. Enrollees and trainees are grouped on the basis of reading ability and receive remedial education, individual tutoring, and personal counseling to supplement their job station assignments and prepare them for college admission with guaranteed stipends, tutoring, and other support. The contractor is also undertaking a utilization development effort to show other manpower programs how the project works and provide assistance in its duplication (see 3.3.89).

Contract period: March 24, 1969, through January 31, 1972.

1.3.71 RESEARCH FOUNDATION, THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Contract 82–34–69–34

Health Service Mobility Study

This project, funded jointly by the Office of Economic Opportunity, Department of Health, Education, and Welfare, and the Department of Labor, will determine methods of facilitating both the horizontal and vertical job mobility of health service workers. The project involves: (1) Perfecting a methodology of job analysis that will lend itself to job design, curriculum design, performance appraisal, and selection of career pathways; and (2) assisting in the application of the techniques perfected in a health service center. The contractor has designed and is testing a method to measure the dimensions of skills and knowledges required on various health service jobs. The contractor will implement the method of job analysis developed in one health service setting.

Preliminary findings: Changes in New York's municipal hospitals to permit more efficient use of health manpower were proposed by Eleanor G. Gilpatrick and Paul K. Corliss in *The Occupational Structure of New York City Hospitals* (see 3.3.90). Another report recapitulates the work done on this project through June 1970. It tells the background of the project, details the research progress, and explains the task-analysis method. It also outlines the work planned for the duration of the project. (See 3.3.91.)

Contract period: March 1, 1969, through December 31, 1971.

1.3.72 NEW YORK STATE DEPARTMENT OF LABOR, DIVISION OF EMPLOYMENT
ALBANY, N.Y.

Contract 82–34–69–45

Project SPRUCE (Special Program of Rehabilitation for Unemployment Compensation Exhaustees)

The New York State Department of Labor, through the Buffalo employment office, is seeking to develop new techniques for: (1) Early identification of unemployment insurance (UI) recipients who are likely to remain on UI rolls until exhaustion of benefits; (2) determining what types of individualized, rehabilitative services (such as counseling, testing, training, or relocation) will best help develop reemployment for those UI recipients; and (3) determining whether extra-payment incentives will motivate them to stick with their rehabilitation plan. This project will serve to test and revise, if necessary, proposed Federal legislation to have the unemployment insurance system function as a reemployment-development system as well as a payment agency.

The project works with experimental and control groups of UI claimants who reach their 13th week of unemployment benefits and do not have definite prospects of employment.

Contract period: July 1, 1969, through September 30, 1971.

1.3.73 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

CONTRACT 82-35-70-01

A DEMONSTRATION OF MANPOWER DEVELOPMENT CENTERS IN NORTH CAROLINA COMMUNITIES

The contractor will: (1) Test the feasibility of basic education and work preparation centers leading directly to entry-level employment as a step to establishing a statewide network of such centers; (2) determine if local support can be generated to maintain a State-initiated system of centers; and (3) devise means for assuring a common working base for the public employment service and the community college system in operating basic manpower development centers leading to employment, skills instruction or OJT training.

Contract period: July 15, 1969, through December 31, 1971.

1.3.74 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

CONTRACT 82-37-71-04

LABOR MOBILITY PROJECT

This project conducts mobility assistance in high unemployment rural counties for moves to selected labor-shortage areas in North Carolina, but with more focus on enrollees in specific manpower programs than on general recruitment. The project staff will aid the Manpower Administration in developing a manual to guide the anticipated future mobility assistance services of the Labor Department. The contractor is to provide preparatory training and technical assistance to other organizations which may be given responsibility for providing mobility services. (See 3.3.95 for earlier work by this contractor.)

Contract period: October 1, 1970, through September 30, 1971.

1.3.75 NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

CONTRACT 82-37-71-47

MULTI-PROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

This project will assist in the development of and assess the means by which a State acquires further capability for the planning and delivery of manpower services. It will: (1) Examine the problems and processes of a State in developing methods of managing increasingly decentralized and decategorized manpower programs; (2) determine the scope and character of meaningful public service employment opportunities; (3) develop and analyze the procedures under which pre-employment preparation is conducted so as to enhance employability of disadvantaged persons, assure employer participation, and increase institutional responsiveness in conducting such employment preparation; and (4) provide assessment and analysis on manpower matters as requested.

Contract period: June 30, 1971, through June 30, 1972.

1.3.76 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

CONTRACT 82-25-71-21

DR. MORRIS A. HOROWITZ, DEPARTMENT OF ECONOMICS

THE ROLE OF RELATED INSTRUCTION IN APPRENTICESHIP PROGRAMS

This study is investigating the contribution of related classroom instruction in apprenticeship and will make recommendations for the improvement of such instruction. It will research the effects of classroom instruction on the preparation of craftsmen in the trades under study.

The researcher is to assess both the positive and negative aspects of related instruction in three trades in the Boston area. The actual content of related instruction programs will be examined to assess their relevance and to determine whether the related instruction is timed to coincide with job tasks currently assigned to apprentices. Other factors such as breadth of competency, development of independent judgment, and the potential for occupational mobility are to be investigated along with effects of training on the dropout rate and the length of total time required for training.

Completion is scheduled for April 1973.

1.3.77 NORTHEASTERN UNIVERSITY
BOSTON, MASS.

CONTRACT 82–25–71–39

DR. MORRIS A. HOROWITZ AND DR. IRWIN L. HERRNSTADT, DEPARTMENT OF ECONOMICS

TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY SCHOOL LEVEL

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better prepared than other youth for finding a first full-time job and may obtain better quality in the work they do find; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely and an identification of the method in which cooperating firms are "sold" on participating in cooperative education programs.

Information is to be obtained from the students of the class of 1966 and the class of 1972. For the class of 1966, the basic information is to be obtained through a mail questionnaire (and telephone followups) for graduates of cooperative vocational programs over a 12-month period after graduation. Control groups of students are also to be interviewed and various statistical comparisons are to be made with the test group. Information about the administration and the effectiveness of cooperative education will be obtained from teachers, school administrators, and employers through interviews.

Contract period: June 24, 1971, through September 23, 1972.

1.3.78 NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

CONTRACT 82–24–70–13

NORTHERN MICHIGAN UNIVERSITY'S LABOR MOBILITY PROJECT

The contractor is developing guidelines as to when and how labor mobility assistance can be used to complement—or as an alternative to—other manpower programs. The project is developing and providing relocation assistance in Michigan and Wisconsin for unemployed and underemployed workers including trainees from CEP, WIN, and MDTA programs, in cooperation with the Wisconsin and the Michigan employment service systems.

Contract period: March 1, 1970, through September 30, 1971.

1.3.79 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 92–17–71–02

DR. SAMUEL I. DOCTORS, GRADUATE SCHOOL OF MANAGEMENT

ENHANCEMENT OF WORKER MOBILITY AND JOB OPPORTUNITY

The grantee is conducting an intensive analysis of at least two companies which have planned upward mobility systems. If possible, one will be a company introducing new internal mobility practices. The analysis is to be designed to examine the way the mobility systems function, why they were designed as they were, reasons for limitations on their operations, and other factors that the analysts believe are relevant to the end objective of gaining understanding of the barriers to broad internal mobility programs.

The grantee is to use the findings as the basis for seminars for the companies with which it works, other selected companies, and selected academic personnel to develop a final paper on: (1) Conclusions which appear to have some applicability to certain types of companies; and (2) specifications for types of new efforts that the companies in the seminar might be willing to introduce to test specific new approaches.

Grant period: October 15, 1970, through August 14, 1971.

1.3.80 OIC—CHARLOTTE BUREAU TRAINING PROGRAMS, INC.
CHARLOTTE, N.C.

CONTRACT 42-8-004-35

IMPROVEMENT OF EMPLOYER SELECTION METHODS FOR JOB HIRE

This project is to explore the feasibility and assess the value of work-sample methods as a "second chance hire" approach to identifying disadvantaged job applicants who can perform satisfactorily in a job for which they fail to meet standard selection tests and other screening procedures for hiring. The contractor will compare the job performances of: (1) Disadvantaged persons hired by employers beause they pass standard employment selection tests and other screening procedures; and (2) disadvantaged persons who fail to meet such selection criteria but are hired by the same employers on the basis of satisfactory performance of work-sample tasks.

Contract period: April 1, 1971, through September 15, 1971.

1.3.81 OFFICE OF ECONOMIC OPPORTUNITY
WASHINGTON, D.C.

CONTRACT 82-11-71-13

MODEL URBAN INDIAN CENTERS

Multi-agency support is administered by the Office of Economic Opportunity to test a comprehensive approach, through four model urban Indian centers, to meeting the special problems of Indians living in urban areas. The pilot centers are to try to meet human service needs and to develop approaches and techniques to serve as prototypes for other such centers. The pilot centers are to be located in Minneapolis, Minn.; Los Angeles, Calif.; Fairbanks, Alaska; and Gallup, N.M. A central project staff is to provide technical assistance and information exchange for the centers and review the project activities for the Interagency Project Review Board, consisting of representative Indian people and of the funding agencies (Department of Labor, Department of Housing and Urban Development, Office of Education and Social and Rehabilitation Service of the Department of Health, Education, and Welfare, and the Office of Economic Opportunity).

Contract period: March 18, 1971, through March 18, 1972.

1.3.82 OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C.

CONTRACT 82-11-71-30

DANIEL LEVINE, CHIEF, DEMOGRAPHIC SURVEYS DIVISION, BUREAU OF THE CENSUS

SURVEY OF EMPLOYEES AFFECTED BY REDUCTIONS IN NASA CONTRACTS

This is a study of the rate and nature of reabsorption of displaced space workers, especially scientists and engineers, in new fields in order to gain further insights into the problems of other displaced aerospace personnel.

Study data, which included many questions related to the employment and re-employment experiences of the laid-off workers, were partly collected in an already completed study conducted by Battelle Memorial Institute for the National Aeronautics and Space Administration of space workers laid off between June 1968 and September 1970. This particular manpower dimension will include extensive followup of nonrespondents as well as coding, tabulation and analysis of the occupational and industry employment and re-employment data collected in the original study but never analyzed in depth. Analyses will focus primarily on the nature and extent of unemployment and underemployment, occupational and geographic mobility, and possible barriers or frictions involved in obtaining employment and their impact on manpower policy.

Contract period: June 1, 1971, through October 31, 1971.

1.3.83 THE UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

CONTRACT 82–42–71–26

DR. HERBERT NORTHRUP AND DR. RICHARD L. ROWAN, INDUSTRIAL RESEARCH UNIT

A STUDY OF THE EFFECTIVENESS OF PLANS FOR INCREASED MINORITY EMPLOYMENT IN THE CONSTRUCTION INDUSTRY

This study is to be a detailed analysis of affirmative action plans for increasing minority employment in the construction industry and their effectiveness in two cities—Indianapolis, Ind., and Washington, D.C. A main purpose is to develop the methodology and techniques for examining the impact of these plans. Information to be developed includes such areas as an assessment of jobs won for minorities through the plans, the sources of the new black hires, the impact of the new hires upon the construction industry and upon the local community itself, and criteria for the measurement of success.

Completion is scheduled for August 1972.

1.3.84 PEOPLE TO PEOPLE COMMITTEE FOR THE HANDICAPPED

WASHINGTON, D.C.

CONTRACT 82–11–71–23

PROJECT VOLUNTEER-POWER

This project is to test whether, how, and to what extent the voluntary power of women's organizations can be engaged fruitfully to supplement established methods of meeting the employment and independent living needs of the handicapped.

Operating in three cities, the contractor will assess each city's needs for services (of the type volunteers might capably perform) to enhance employment opportunities for the handicapped, develop local plans of action, and enlist the assistance of local women's voluntary organizations in carrying out the plans.

Contract period: June 7, 1971, through June 6, 1972.

1.3.85 PUERTO RICAN FORUM, INC.

NEW YORK, N.Y.

CONTRACTS 82–34–68–04 AND 82–34–69–28

BOLT—BASIC OCCUPATIONAL LANGUAGE TRAINING

This project has developed and tested a program of occupational language training for Spanish-speaking workers, stressing idiomatic expressions of particular occupations. Training is provided in mobile classrooms and a fixed laboratory facility. The project has determined the length of exposure to occupational language training achieving best results, the amount of job-related English that can be absorbed in specific release-time limits, and the effects of BOLT training in terms of actual job upgrading. Job-related Spanish is being taught to English-speaking supervisors in a small pilot effort.

The contractor is recruiting and selecting trainees from participating employers; developing varied occupational language curricula, materials, and teaching methods tailored to meet the needs for upgrading workers in specific occupations; providing job placement, development, and followup; and conducting analyses of the program inputs to test the contention that participation in BOLT training programs contributes to success in job training and employment through significant improvements in English language capability.

Preliminary findings: In a document titled *Basic Occupational Language Training (B.O.L.T.) September 1, 1967–January 31, 1969* (see 3.3.116), the project reports that: (1) Language improvement has in fact occurred; (2) job retention and upgrading was enhanced; (3) the assumption that older men resist training is unwarranted; (4) people with diverse backgrounds showed improvement in a "relatively short" training period; and (5) language instruction was most effective when it was job related.

Contract periods: September 1, 1967, through January 31, 1969, and February 1, 1969, through July 22, 1971.

1.3.86 REHABILITATION RESEARCH FOUNDATION

ELMORE, ALA.

CONTRACT 82–01–69–06

EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

Located in the Draper Correctional Center, a prison outside of Montgomery, Ala., the laboratory staff consists mainly of persons who originally conducted the "Draper Project," whose 3 years of work in an experimental and demonstration prisoner training project is summarized in MDTA Experimental and Demonstration Findings No. 6 (see 3.3.120).

The laboratory is building on the knowledge gained from the Draper Project, conducting experimental studies to measure the impact of given types of programing and clarifying further problems that impede the attainment of the rehabilitation goal in the MDTA prisoner training program. The laboratory develops and tests new program intervention strategies which appear effective in increasing an MDTA trainee-prisoner's capability of meeting the demands of a new and responsible "free world" role. It has conducted a number of studies, among which are those determining: The employment barriers that face ex-offenders in various industries; the usefulness of labor mobility and bonding assistance upon release; and the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel towards MDTA prisoner training programs conducted in the Draper Correctional Center.

The laboratory instituted an ecological experiment in corrections, using the token economy approach as an additional reinforcer of desirable social traits for MDTA trainees. Coupled to this is a correctional officer training project, using behavior modification techniques, to equip the officers to become "change agents" in the rehabilitation process. The laboratory has also been acting as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country.

The project starts its third phase of operations in September 1971, continuing the token economy and correctional officer projects, as well as ongoing longitudinal followup studies. Three new studies in the area of behavioral changes—investigating essential behavioral skills needed for post-release employment, a finer definition of recidivism, and the prison contra-culture—are being initiated. The laboratory has instituted a Center for Studies in Community Corrections, from which the followup team will work and additional intervention techniques will be tried.

The principal findings of the laboratory have been reported in numerous documents, monographs, reports, and articles in professional journals, as well as in various conferences and meetings around the country. Its primary dissemination effort is the bimonthly newsletter, "Pacesetter," published since March 1970. This four-page publication is distributed to over 2,400 people in the corrections and rehabilitation field (mostly in manpower programs) and includes summaries of its own work and of other Manpower Administration efforts and some work in the corrections field in general. A companion piece, "Intervene," is published bimonthly primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and MDTA training staff.

A full listing of all the publications of the laboratory is included in the phase II report. Interim reports on activities and accomplishments of the laboratory are contained in *The Experimental Manpower Laboratory for Corrections, Phase I* and *The Experimental Manpower Laboratory for Corrections, Phase II*.

Contract period: September 1, 1968, through February 28, 1973.

1.3.87 ROCHESTER JOBS, INC.
ROCHESTER, N.Y.

CONTRACT 82–34–70–33

OPERATION YOUNG ADULTS

This contract is developing and conducting initial trial operations of several types of industry-school, work-education programs to enable a more effective transition from school to work by potential and actual dropouts. The programs are seeking to encourage continuation in schooling, which is made more relevant to the interests and abilities of dropout-prone youth through industry-provided opportunities for work experience and pay, gearing academic activities to work interests, use of nontraditional staff and educational settings, and special counseling.

The project is working with potential and actual school dropouts in three separate components involving work experience, academic instruction designed to complement the work experience, and special counseling. The components are differentiated primarily by age grouping and the type of work experience involved: (1) The In-School Simulated Industry Program, with work experience in a simulated industrial setting provided for students aged 14 and 15 in a separate facility established for this purpose; (2) the Industrial Work-Study Program, in which students aged 16 to 20 receive paid work experience in industry, while they may attend classes at the separate facility or in regular home schools; and (3) the Housing Renovation Program, in which students receive skills and academic instruction in a special training center provided by local industry and are gaining paid work experience in the rehabilitation of dilapidated homes.

Rochester Jobs, Inc., is the prime contractor providing overall administration and direct operation of many of the work-related aspects of the project. The Rochester City School District is providing, under a subcontract, most of the academic and skills instruction and counseling.

Contract period: July 1, 1970, through August 31, 1971.

1.3.88 RUTGERS UNIVERSITY GRADUATE SCHOOL OF SOCIAL WORK

NEW BRUNSWICK, N.J.

Grant 92–34–70–14

Ina Sullivan, School of Social Work

Short Term Training Program for WIN and Public Welfare Personnel

This project is exploring the feasibility of using social work knowledge to develop a short-term program and related curriculum materials for training program staffs of public welfare and manpower (WIN Program) agencies, as a means of enhancing their knowledge of each agency's role and function and their skills for dealing effectively with problems of welfare clients and other disadvantaged applicants.

The grantee is training program staff of local manpower and welfare agencies, as well as agency supervisors of these staff. The training is conducted in workshops; the initial full-week 5-day training is followed up a month later with a 3-day retraining workshop to reinforce the knowledge, attitudes, and behaviors to be gained through the training program.

Grant period: June 22, 1970, through December 31, 1971.

1.3.89 ST. LOUIS UNIVERSITY CENTER FOR URBAN PROGRAMS

ST. LOUIS, MO.

Contract 82–29–71–34

Dr. George Wendle, Center for Urban Programs

Operations Research Project to Monitor-Analyze 1971–72 Demonstration of Vocational Exploration in the Private Sector (VEPS) for In-School NYC Enrollees

This project is to monitor and analyze the development and operation in seven cities of a new year-round in-school Neighborhood Youth Corps program (Vocational Exploration in the Private Sector—VEPS), as a means of helping to develop guidelines and other knowledge required to facilitate and make more effective future expanded implementation of VEPS.

Contract period: June 14, 1971, through July 30, 1972.

1.3.90 E. F. SHELLEY AND COMPANY, INC.

NEW YORK, N.Y.

Contract 82–36–71–49

Utilization Project to Assist the Ohio Bureau of Employment Services (OBES) in an Upgrading Program

This project is: (1) Developing and demonstrating the usefulness of providing assistance to the OBES in the development of its proposed upgrading program, and (2) documenting this utilization effort by producing reports, manuals, guidelines, and other materials which could be used in developing other employment service programs.

Contract period: June 30, 1971, through September 30, 1972.

1.3.91 SOCIAL DEVELOPMENT CORPORATION

WASHINGTON, D.C.

CONTRACT 82–11–71–25

FARM JOB LADDER PROJECT

This project will: (1) Explore the potential for developing alternate model systems for job structuring and related training and upgrading on large farms undergoing change in mechanization levels; and (2) explore the feasibility of involving farm operators in the testing and development of new methods for improving farm manpower management. With the cooperation of an advisory committee of agricultural economists, practicing farmers, and farm organization leaders, the contractor is analyzing the manpower management systems of four or five large California farms and designing practical job progression models, indicating related training and upgrading sequences.

Contract period: May 15, 1971, through January 15, 1972.

1.3.92 STOUT STATE UNIVERSITY
MENOMONIE, WIS.

CONTRACT 92–53–70–12

DR. DENNIS DUNN, DEPARTMENT OF REHABILITATION AND MANPOWER SERVICES

NEW DEVELOPMENTS TO ENHANCE PROPER UTILIZATION OF THE WORK SAMPLE PROGRAM

This grant is exploring the feasibility of developing new technical aids for use (by the Philadelphia Jewish Employment and Vocational Service (JEVS) or others approved by the Labor Department) in training staffs responsible for operating work-sample programs, as a means of enhancing the possibility of proper and effective nationwide utilization of the work sample program as a new component of manpower programs.

The grantee will develop and disseminate informational releases and special topic papers and will work cooperatively with the Philadelphia JEVS to develop a series of audio-visual materials and related staff training guides for use in training work-sample program operators in administrating and performing the work samples; observing and scoring work-sample performance; and preparing work-sample performance reports.

Contract period: June 1, 1971, through May 31, 1972.

1.3.93 TALENT ASSISTANCE PROGRAM, INC.
CHICAGO, ILL.

CONTRACT 82–15–70–15

THE TALENT ASSISTANCE PROGRAM

This project is developing a volunteer system to aid minority group entrepreneurs by organizing an agency to make use of this unpaid talent and provide managerial assistance to small businessmen or would-be businessmen. The agency will also help to arrange financial advice and assistance provided by private lending institutions or governmental agencies, such as the Small Business Administration and the Economic Development Administration.

The project is assessing the impact on minority group employment of the enhancement of business opportunities for minority group entrepreneurs.

The contractor receives small businessmen; attempts to make effective referrals from the agency's volunteers, selecting persons with relevant backgrounds; and tries to aid the businessmen in negotiating the paths that lead toward managerial advice and monetary support.

Contract period: March 2, 1970, through August 31, 1971.

1.3.94 TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

CONTRACT 82–25–71–10

MODEL PROGRAM TO INSTRUCT MANPOWER TRAINING PERSONNEL IN SELECTION AND APPLICATION OF REMEDIAL INSTRUCTION MATERIALS TO MEET INDIVIDUAL TRAINEE NEEDS

The contractor is seeking to establish a program that will assist teaching personnel in manpower training courses to select and administer remedial education materials to meet specific needs of individuals receiving manpower training. Its ultimate objective is to effect the best use of such materials in manpower training programs to provide both remedial education and skill training according to individual enrollee needs.

The contractor is to: (1) Develop and use programed materials to train administrators, counselors, teachers, and teacher aides to provide basic remedial education tailored to individual needs of enrollees in manpower training programs; (2) provide followup onsite technical assistance to the trained staffs as they fit the individual-oriented basic education procedures into their program structures; (3) assess the onsite impact of the new techniques implemented by the trained staffs; and (4) using a specific occupational cluster, develop prototype materials for integrating basic education and skill training curriculums so that a total individual-oriented manpower training program could evolve.

Contract period: January 4, 1971, through June 29, 1972.

1.3.95 UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

GRANT 92–47–71–03

DR. T. CHARLES HELVEY, SPACE INSTITUTE

SHORT COURSE TO RE-ORIENT ENGINEERS TO THE FIELD OF ENVIRONMENTAL CONTROL ENGINEERING

This project tested a new type of orientation to ameliorate the transition of professional engineers from one engineering skill to another.

The grantee: (1) Selected 50 engineers, unemployed as a result of layoffs in the aerospace industry, to take a 1-week course in "Engineering Aspects of Environmental Control"; and (2) followed up trainees and collected data about their educational progress or employment status in the new field.

Completion is scheduled for July 15, 1971.

1.3.96 THE UNIVERSITY OF TEXAS, AUSTIN
AUSTIN, TEX.

CONTRACT 82–48–71–18

DR. F. RAY MARSHALL, DEPARTMENT OF ECONOMICS

A COMPARISON OF PERSONS WHO HAVE ACHIEVED JOURNEYMAN STATUS THROUGH APPRENTICESHIP AND OTHER MEANS

This pilot study is examining the process by which workers gain entry into building trades unions and achieve journeyman status, with emphasis on those who do not serve apprenticeships. Variations in the process, and reasons for the variations, are being analyzed by city, craft, and union to develop recommendations which can help establish a process which recognizes the legitimate interests of all parties—unions, the public, minority groups, and employers.

In Atlanta and New York, employers, union leaders, union members, civil rights leaders, educators, and other knowledgeable persons are to be interviewed on such subjects as the admission and certification process, the history of current procedures, the role of the international unions in determining the procedures, and changes in the process occasioned by market fluctuations. A sample of journeymen and workers on permits for each selected craft in each city will be interviewed to learn how they gained admission to the union and became journeymen.

Completion of the pilot study is scheduled for January 1972. If results warrant, a larger study will then be conducted.

1.3.97 THE UNIVERSITY OF TEXAS, AUSTIN
AUSTIN, TEX.

CONTRACT 82–48–71–38

DR. F. RAY MARSHALL, DEPARTMENT OF ECONOMICS

A PILOT PROJECT TO OVERCOME BARRIERS TO EMPLOYMENT OF MINORITY WOMEN IN WHITE COLLAR JOBS

This is a combination demonstration-research effort to enhance the opportunities for approximately 100 minority women to penetrate growth occupations in while-collar occupations in Atlanta, Ga., in which their employment so far has been minimal. The project is designed to test the efficacy of a combined outreach and employer-persuasion approach in surmounting employment discrimination toward minority group women.

The demonstration project is to operate on three dimensions: (1) Selection of subjects from the local community; (2) occupational preparation and refurbishment; and (3) job placement with local industry. The research component will design the supportive service package (including tutoring, motivation, and job placement), chronicle the experience of the subjects, and evaluate the experience and success of the demonstration effort component.

Contract period: June 21, 1971, through September 20, 1972.

1.3.98 U.S. ATOMIC ENERGY COMMISSION WASHINGTON, D.C.

CONTRACTS 82–45–66–100 AND 82–45–69–09

TRAINING AND TECHNOLOGY

Training and Technology (TAT) is administered by the Atomic Energy Commission under a subcontract to the Oak Ridge Associated Universities (ORAU) and the Nuclear Division of Union Carbide Corporation at Oak Ridge, Tenn. Designed to train unemployed and underemployed residents of Appalachia in high-paid shortage skills with the cooperation of the AEC, a major industrial employer, universities, organized labor, and employment service agencies, the project demonstrated that disadvantaged persons could be trained and placed in high-paid jobs. The training component is now operating without R&D funds, and the contractor now conducts research and development activities aimed at a wider spread of the government contractor training approach; at analysis of the ongoing training program which serves AEC, the Appalachian Regional Commission, Concentrated Employment Programs in Nashville and Chattanooga, and the Work Incentive Program; and at developing tie-ins with other human resources programs in the Appalachian area.

Recently, principal emphasis has been on getting other AEC contractors to develop comparable training programs and exploring the relevance of the TAT experience to increased hiring and training of minority and other disadvantaged workers by government contractors.

Preliminary findings: The project has produced a number of publications including:

1. *Training and Technology*, the final report of phase 1 of the demonstration manpower development project (see 3.3.96).
2. *Technical Training for the Disadvantaged (Proceedings of a Workshop)*, conducted by TAT and the U.S. Department of Labor in cooperation with the National Alliance of Businessmen (see 3.3.96).
3. *TAT Satellite Training Project with the National Accelerator Laboratory*, a January 1970 report on an experiment in training disadvantaged urban black people for advanced technological work (see 3.3.98).
4. *The Development of Human Potential*, a May 1970 report on the transition from an experimental to a regular MDTA training program and on modifications made in training curriculum, supportive services, testing, followup, evaluation, and experimental studies (see 3.3.97).
5. *Training and Technology*, the 1970 annual report (see 3.3.99).

Completion is scheduled for December 31, 1971.

1.3.99 U.S. CIVIL SERVICE COMMISSION WASHINGTON, D.C.

CONTRACT 82–09–70–34

DEVELOP JOB RESTRUCTURING TO FACILITATE UPWARD MOBILITY

The U.S. Civil Service Commission is working with several Federal agencies to restructure jobs in selected occupational fields and make necessary and related changes in training, selection, and other manpower practices in order to: (1) Enable employees in lower grades to progress to higher grades not customarily filled by promotion from the lower levels; and (2) provide guidelines for the Federal Civil Service generally as to the feasibility, desirability, and methods of facilitating such upward mobility.

The contractor has selected three Federal agency installations at which jobs are to be restructured to establish "bridge" jobs to span the gap between minimally skilled and skilled occupational ladders. Criteria are being developed for selection of employees for advancement to the "bridge" jobs, training needs are being determined, and training programs being developed to prepare selectees for the "bridge" and higher level positions.

Contract period: August 1, 1970, through January 31, 1972.

1.3.100 UNITED STATES RESEARCH AND DEVELOPMENT CORP.

ANTIOCH, CALIF.

CONTRACT 82-34-68-37

INDUSTRIAL MANPOWER CENTER; EMPLOYER INVOLVEMENT IN EMPLOYABILITY PREPARATION AND PLACEMENT OF DISADVANTAGED PERSONS

This project is seeking to determine whether and how broad industrial-business support can be obtained for the ready placement of disadvantaged (largely minority group) individuals who complete a basic education, work motivation training program. The project seeks to build a model of job preparation training and post-placement support at moderate cost for persons who would take entry-level jobs and be provided skills training (OJT) by employers.

In 1968, the contractor began a training center closely tied to industry and provided training to more than 300 participants. The interim findings of this project are included in a report entitled *Industrial Manpower Center, the First Year* (see 3.3.145).

Early conclusions on the operation of such a facility include: (1) Large-scale employer commitments do not result in a substantially similar number of jobs when trainees are job ready, and there is no effective substitute for the individualized "selling" of each job candidate despite top level assurances of wholehearted assistance; (2) the range of service necessary to maintain participants in training is great, especially in an "urban fringe" area, and must be provided by the training facility if it is to be offered at all; (3) the attainment of creditability for a new institution in the local community, upon which effectiveness depends, requires a willingness to take on associated community service functions of which local people have need but which are not funded under the contract; and (4) a facility serving an essentially black and Chicano trainee group can play a positive role in intergroup relations in a generally white Anglo locality.

The center is in its second year and the findings of the total project will appear in a report now in process.

Completion is scheduled in December 1971.

1.3.101 UNITED STATES RESEARCH AND DEVELOPMENT CORP.

NEW YORK, N.Y.

CONTRACT 82-34-70-31

JOB ADVANCEMENT TRAINING PROGRAM: TRAINING THE WORKER DURING PERIODS OF LAYOFF

This project seeks to determine whether and how constructive use can be made of cyclical and/or seasonal layoff time through training which leads to increased performance and employability of workers and the general improvement of work force capability. The project will also ascertain whether it is practical to build a system for such training which would have general community acceptance and become an ongoing institution with employer, employee, and labor union support.

The contractor is to provide training, support, placement, and followup services as needed to recently laid-off unskilled and semi-skilled workers and to attempt to develop an industrial-business-labor network in which the use of layoff time for training becomes a community norm.

Contract period: July 1, 1970, through June 30, 1972.

1.3.102 U.S. TRAINING AND EMPLOYMENT SERVICE U.S. DEPARTMENT OF LABOR

WASHINGTON, D.C.

CONTRACT 82-46-69-22

TEXAS MIGRANT DEMONSTRATION PROJECT

This project will: (1) Determine the feasibility of an interstate, multi-agency network of manpower and related services in overcoming the problems faced by migrant workers and their families based in South Texas; and (2) develop specific experience within the State employment service's Rural Manpower Service as a means of increasing their capability to help solve the employability problems of migrant workers and their families. (See also 1.3.01.)

The project is operated by ES agencies in Texas and nine Northern States, with the guidance of the Rural Manpower Service. During the first 2 years, the project explored new manpower service techniques and suggested ways in which the ES and other government agencies might coordinate their resources and activities to help satisfy the unmet needs of migrant workers and their families.

Recognizing that emphasis would have to be placed on individualized year-round service to migrants, particularly those who cross State lines, the project concentrated its attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of manpower-related supportive services available through other public and private agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

During the project's third and final year, demonstration funds are being used only to support those project activities which, because of statutory or other limitations, a State would otherwise be prohibited from continuing. This "transition" phase will permit participating States to complete the planning, financing, and administering of manpower services to migrants.

Contract period: January 1, 1969, through February 29, 1972.

1.3.103 THE URBAN INSTITUTE
WASHINGTON, D.C.

CONTRACT 82-09-68-44

DR. CHARLES C. HOLT, DR. C. DUNCAN MACRAE, DR. STUART O. SCHWEITZER, AND DR. RALPH E. SMITH

LABOR MARKETS, INFLATION AND MANPOWER PROGRAMS

The objective of this research is to gain a better understanding of the functioning of labor markets and the impacts of manpower programs on inflation and unemployment.

The research is organized in four sets of tasks: (1) Construction of a broad analytic framework for relating inflation, unemployment, upgrading, and manpower programs. (2) Specific theoretical and empirical studies that are needed before attempting to deal with the labor market as a whole. These include the composition and duration of unemployment, cyclical fluctuations of labor productivity, the dynamics of labor turnover, the relationship between vacancies and unemployment, the influence of the regional composition of unemployment on aggregate wage change, and wage change processes. (3) Building and estimating a model of the national labor market that attempts to take into account the major employer-employee relationships and to incorporate the parameters that can be influenced by policy actions. The following variables are included: Quits, layoffs, job changes, retirements, new hires, entry into and exit from the labor market, vacancies, overtime, production, inventories, order backlog, productivity, and union and non-union wage levels. (4) Exploratory analyses of several policy issues utilizing the work above: Impact of manpower programs on unemployment, inflation, and upgrading; interaction between manpower programs and the level of aggregate demand; and implications for program evaluation and planning.

Preliminary findings: This project, which is a continuation of earlier research supported by the Manpower Administration, has involved several published papers and reports, as indicated below. A summary report will be available in 1972.

1. An empirical study of the long-run relationship between inflation and unemployment in the United States indicates that full employment and price stability cannot be obtained simultaneously in the American economy. However, time lags obscure the underlying relationship and allow *temporary* exceptions to the above proposition. The Phillips curve is derived basically from a vacancy-unemployment relationship, the wage response relationship, and wage-price interactions which depend partially on expectations. (See 3.3.146, where these particular papers are identified by Urban Institute numbers 350-27 and 350-28.)

2. A study of the vacancy and unemployment data supports the anticipated theoretical relationship based on turnover and job search. Evidence is found that an upward structural shift in the relationship between the help-wanted rate and the unemployment rate occurred in the late 1950's. However, there is no evidence that

labor market frictions and imbalances worsened in the early or middle 1960's. (See 3.3.146, 350–23.)

3. The vacancy-unemployment and wage response model (presented in 3.1.146, 350–27) was fitted with encouraging results to data from the United States, United Kingdom, and Japan. The derived Phillips curves for the United States and the United Kingdom are similar, with the former being somewhat less favorable than the latter. The Phillips curve for Japan, however, is more steeply sloped than either of the other two and lies below them for all but extremely low rates of unemployment. (See 3.3.146, 350–24.)

4. The black male unemployment rate is more than twice that of white men not because of any large differences in speed of placement but rather because blacks quit or lose their jobs at roughly twice the rate of whites. Decreases in aggregate demand and hence in job vacancies can markedly change both black and white male unemployment rates but will have little effect on the ratio of black to white male unemployment rates. (See 3.3.146, 350–26.)

5. The decentralization of programs in a functional area in which there is a substantial national interest—such as manpower development, if it is to be effective, should be accompanied by: (1) The development of consistent subnational program reporting, output definitions, and output measures; and (2) the utilization of such output measures and evaluation in planning, plan assessment, and decisions relating to the allocation of Federal funds. (See 3.3.146, 350–31.)

6. In order to reduce both inflation and unemployment through structural changes in the labor market the following must be done: (1) Speed up placements; (2) reduce turnover; and (3) lower barriers that segment the labor market. Broad policy recommendations for achieving these objectives are presented in 3.3.146, 350–27.

7. A sequel paper to the last item above attempts to sharpen the targets and relate specific program recommendations to them. The following areas are considered: Employment service, youth unemployment, skill shortages, geographic mobility, market segmentation, and experimentation. (See 3.3.146, 350–28.)

1.3.104 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

CONTRACT 82–49–71–20

GARTH L. MANGUM, HUMAN RESOURCES INSTITUTE

STATE AND LOCAL MANPOWER PLANNING

This project was to sponsor a nationwide conference on State and local manpower planning designed to: (1) Identify the critical issues of State and local manpower policies; (2) apply the general principles of the planning process to manpower problems; (3) explore the lessons to be learned from the States and cities with the longest experience in manpower; (4) compare the new organizational structures which are emerging for State and local manpower planning and administration; (5) work out the steps to a State or community manpower plan; and (6) establish the basis for a continuing informal dialogue among a group confronted with a common set of problems and interests.

The conference was held in Salt Lake City, on April 28–30, 1971, with participants including special assistants to governors and mayors for manpower affairs, employment service officials, CAMPS chairmen, CAP directors, Federal officials, and academic manpower experts. By bringing together these planner/administrators in a practical "how-to-do-it" session, it is expected that they learned from each other and from Federal and academic experts with more extensive backgrounds and were thereby assisted in carrying out their local manpower planning activities.

Completion is scheduled for July 1971.

1.3.105 VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

CONTRACT 82–36–71–09

SUPPORTED EMPLOYMENT PROJECT

The contractor is determining the effectiveness and costs of a program of creating supported employment for chronic alcoholics and addicts.

The project will: (1) Develop and operate an enterprise, under the auspices of a nonprofit agency, to provide employment at regular wages for chronic alcoholics and addicts; (2) determine the extent to which such an activity can, after its developmental stage, generate income for its continuation and the extent to which it would require continuing support; (3) determine the degree to which various participants can perform in low-stress employment situations and/or progress to competitive employment; and (4) analyze the operational practicalities of such an enterprise to develop guides for possible expansion of this type of job creation. Participants are chronic alcoholics and drug addicts who have been unable to maintain regular employment in the community.

Contract period: January 1, 1971, through December 31, 1971.

1.3.106 STATE OF VERMONT DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

CONTRACT 82–48–70–30

SPECIAL WORK PROJECTS FOR THE UNEMPLOYED AND UPGRADING FOR THE WORKING POOR

This project is exploring the feasibility and value of alternative approaches and procedures for conducting special work projects (such as "public service employment") for the unemployed and upgrading training for the working poor. It will help develop guidelines and other knowledge required to facilitate and make more effective national implementation and rapid expansion of such manpower training aimed at enhancing the employability of heads (and other members) of low-income families (particularly those who meet the eligibility requirements of the proposed welfare reform legislation).

The contractor is establishing special work project slots with nonprofit employers and upgrading training opportunities with private sector employers and is recruiting project enrollees from among WIN and other applicants at the five district employment service offices in Vermont. Supportive services (such as child day care, health aid, rehabilitation assistance, or social services) are provided to project enrollees by Vermont's Human Resources Agency and State Office of Economic Opportunity.

Contract period: June 30, 1970, through June 30, 1972.

1.3.107 VOCATIONAL GUIDANCE SERVICE
HOUSTON, TEX.

CONTRACT 82–46–68–42

PLACEMENT AND VOCATIONAL GUIDANCE PROGRAM FOR HIGH SCHOOL YOUTH

This program: (1) Prepares 10th-, 11th-, and 12th-grade youth to make a positive transition from high school to suitable employment or post-high school training; and (2) demonstrates the need for more professional job placement assistance within the school setting.

Using the group process, the contractor: (1) Exposes the students to national and local job market information and manpower trends; (2) teaches the students techniques for seeking employment and for career planning; and (3) establishes job development and placement activities for graduating students.

The project has developed curricular materials and specially designed group techniques to carry out its effort.

This program will also provide for the transition of training responsibilities from the core staff of the contractor to local and State educational and other governmental institutions. Training is now being conducted to prepare the contractor's staff for their new roles as field consultants. An accredited course is also being developed in conjunction with the University of Houston for school guidance counselors to cover: (1) Group dynamics—theory and practice; (2) curriculum development tailored to the local need; (3) utilization of manpower and related resources; and (4) post-high school planning. The course is to be tested in the field.

The program has also developed ties between the school and the activities of the local community, business, and industry.

Preliminary findings: Two reports have been issued since the program began—*A Job Placement and Group Vocational Guidance Program for Culturally Deprived High School Youth, Phase I* (see 3.3.151) and *Career Guidance Through Groups, . . . Phase II* (see 3.3.152).

Contract period: June 28, 1968, through July 31, 1971.

1.3.108 WASHINGTON STATE EMPLOYMENT SERVICE

VOCATIONAL RESOURCE CENTER
OLYMPIA, WASH.

CONTRACT 82–51–70–09

VOCATIONAL RESOURCE CENTER

This demonstration effort examines the potential for and the capability of a public employment system to administer a vocational resource center using community resources and providing coordination among various organizations and groups to insure continued employment to recovering alcoholics after MDTA training.

The project has established a relationship between the Washington State Employment Service (WSES) and the Cedar Hills Alcoholism Treatment Center to provide a full range of services for the "revolving door" chronic alcoholic. It also has tied in various other community groups and agencies in developing a comprehensive rehabilitation program for alcoholics after detoxification, and methods have been devised to measure program success as well as alcoholics' patterns of recidivism or partial regression.

Contract period: October 15, 1969, through December 1, 1971.

1.3.109 WASHINGTON (D.C.) URBAN LEAGUE, INC.
WASHINGTON, D.C.

CONTRACT 82–09–68–30

PROJECT SURGE (SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT)

The project is to assess the feasibility of a cooperative organization to train and employ household workers for homeowners and apartment dwellers. This is one of eight projects initiated by the National Committee on Household Employment and assessed by M. K. Trimble Associates, Inc. (see 2.3.54).

The program's objectives are to determine: (1) Whether and how new attitudes and methods might be developed to make household employment a more attractive and rewarding occupation; (2) whether and how new types of organizations might improve and expand household service opportunities from the standpoint of both potential workers and employers; and (3) the extent to which such organizations may require continuing financial support; and to yield useful guides as to the feasibility, desirability, costs, and design of a large-scale national program.

The project is training low-income minority group men and women to provide household services and special heavy cleaning services to homeowners and apartment dwellers on a contract basis, with a plan to move from Government support to a self-support cooperative basis. The project makes use of extensive volunteer aid from four prominent women's organizations (National Council of Negro Women, National Council of Catholic Women, National Council of Jewish Women, and United Church Women). Day-care and other services for household workers are coordinated with the project under funding from other sources.

Preliminary findings: See 3.3.155.

Contract period: March 15, 1968, through September 15, 1971.

1.3.110 WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

CONTRACTS 42–9–004–05 AND 42–0–002–05

COMMUNITY ELITE CORPS

The Community Elite Corps (CEC) is designed to help build a comprehensive youth development and work-experience program run by a local community organization and to help develop a model Neighborhood Youth Corps (NYC) program for in-school youth focused on self and community pride and development.

The CEC is a program for in-school 16- to 18-year-old men who were previously ineligible to participate in manpower activities of the Watts Labor Community Action Committee (WLCAC). CEC is related to the WLCAC programs (financed by regular NYC funds) for both in-school 14- to 15-year-olds and out-of-school youth aged 16 to 21. Therefore, the CEC is central to the total design of comprehensive youth development activities at WLCAC for all Watts youth regardless of their school status.

The CEC enrolls in-school youth aged 16 to 18 in activities taking place when enrollees are not directly under jurisdiction of the Los Angeles public schools (after school, on weekends, and during school recess). It is a well-rounded program of vocational exploration, education remediation, work experience, leadership development, cultural enrichment, and recreation, all of which are provided to youth through the framework of a community service and development program, making self-help and group pride a central theme for youth development.

This concept has been implemented by highly visible services and improvements in the Watts area of Los Angeles including building recreational facilities, providing assistance to senior citizens, leading and supervising younger youth, maintaining community facilities (for example, neighborhood beautification), and participating in the operation of community owned businesses (such as a gas station, supermarket, and credit union).

Preliminary findings: The project has assisted youngsters to stay in school and has developed and completed an unusual array and amount of significant community service work. It has also stimulated leadership development, group pride, and a sense of achievement as evidenced by youth participation each week (including weekends) well beyond the number of paid hours of work. Review of the project by the Manpower Administration has led to the development of plans for its transition to regular in-school NYC financing by December 31, 1971.

The second and final phase of the project includes utilization development activities to disseminate the project model to other NYC program operators around the country. Therefore, the project is to develop the necessary guidelines, manuals, technical aides, and other "how-to-do-it" materials needed by NYC sponsors to duplicate the program.

Contract period: December 1, 1968, through December 31, 1971.

1.3.111 WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Contracts 42–9–005–05 and 42–06–71–02

Camp Saugus Residential Job Center

This project is exploring the feasibility and value of a near-city residential work-experience and skill-training program and center which is linked to an in-city community based comprehensive youth development program. The enrollees return home on weekends after their 5-day, round the clock stay at the center. A central focus of this residential youth program is that it is work-oriented with wages paid for work and with practices relevant to dealing with workers.

In cooperation with the California Department of Human Resources Development and other community agencies, enrollees (primarily 16- to 21-year-old school dropouts, both men and women) are recruited from Watts and other low-income communities in the Los Angeles area. At a facility located 40 miles from the home area of the enrollees a comprehensive program of work activities is integrated into and coordinated with classroom vocational training conducted by community work-crew chiefs and Los Angeles school system instructors. Enrollee work activities, including on-the-job training, are conducted both at the residential center and at facilities of various public and nonprofit private employers and agencies and are geared to facilitating job placement.

Camp Saugus' vocational training courses and related work have been in the areas of automoble mechanics, commercial cooking, office occupations, licensed vocational nurse, carpentry, and horticulture. Several new training courses in the health field, including training for dental assistant, will begin in August 1971.

Camp Saugus is an integral part of a complex of manpower-community-economic development programs run by the Watts Labor Community Action Committee (WLCAC). In addition to daily work at the camp, enrollees in their final phase of training are able to gain related on-the-job work experience at WLCAC nonprofit community businesses—a restaurant, auto service stations, supermarkets, a credit union, and a construction and landscaping company. Through this work, enrollees participate in the economic-physical-social betterment of the Watts community.

WLCAC business enterprises have already provided permanent jobs (averaging $130 per week) to graduates of the Saugus program. The paramedical training program is preparing future staff for the Martin Luther King, Jr. Hospital soon to open in Watts. Also, WLCAC is now planning several other community owned businesses to serve as permanent job placement resources for Saugus graduates.

Camp Saugus is an important partnership between a community action manpower sponsor and the education establishment to help develop the human resources needed for the economic renewal of Watts.

Contract period: January 2, 1969, through January 31, 1972.

1.3.112 STATE OF WISCONSIN, DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
MADISON, WIS.

Grant 92–53–70–17

Women in Wisconsin Apprenticeships

This project is developing methods of influencing employers and unions to accept women into apprenticeship programs as well as creating new programs designed especially for female employees. The grantee is working closely with the University of Wisconsin in developing an educational program designed to encourage women to seek apprenticeship opportunities throughout the State. The grantee and the university have produced a film designed to influence employers and stimulate them to open up and expand apprenticeable occupations for women.

Contract period: June 30, 1970, through June 29, 1972.

1.3.113 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Contract 82–55–71–31

Dr. Gerald G. Somers, Department of Economics

The Feasibility of Establishing a Demonstration Center for Apprenticeship and Other Industrial Training

This project is to investigate the feasibility of establishing an experimental-demonstration-research "center" for apprenticeship and other industrial training.

Since establishment of such a center requires the full cooperation of officials associated with apprenticeship training, extensive inquiries are to be made among employers, union officials, vocational educators, and State, Federal and local government personnel to determine the feasibility of the establishment of such a center.

Contract period: June 15, 1971, through August 31, 1972.

1.3.114 WOMEN'S SERVICE CLUB
BOSTON, MASS.

Contract 82–23–68–27

Homemaker Training Project

The contractor is assessing the feasibility of using an established women's organization with residential facilities as a source for upgrading household employment training. This is one of eight projects initiated by the National Committee on Household Employment and assessed by M. K. Trimble Associates, Inc. (see 2.3.54). The program's objectives are to determine: (1) Whether and how new attitudes and methods might be developed to make household employment a more attractive and rewarding occupation; (2) whether and how new types of organizations might improve and expand household service opportunities from the standpoint of both potential workers and employers; (3) the extent to which such organizations may require continuing financial support; and to yield useful guides to the feasibility, desirability, costs, and design of any large-scale national program.

Contract period: March 15, 1968, through September 13, 1971.

1.3.115 WORK TRAINING PROGRAM, INC.
SANTA BARBARA, CALIF.

Grant 92–06–71–01

Reading Disorders in Relation to Poverty and Crime

This grant: (1) Has examined the subsequent experience of adults and youth with reading disorders who received training in an E&D project conducted over 3 years ago (see 3.3.159); and (2) has compiled information available in the files of the grantee and compared it with current data to develop further insights on the identification of reading disorders as a possible major contribution to the difficulties of the chronically unemployed.

Completion is scheduled for November 1971.

1.3.116 THE YMCA OF METROPOLITAN CHICAGO
CHICAGO, ILL.

CONTRACT 82-15-70-11

THE YMCA MANPOWER PROJECT

The contractor is: (1) Determining whether and how the *job retention* of disadvantaged workers, use of *employability plans,* and opportunities for job progression among lower level employees can be increased by the services of an onsite job counselor assisted by specially trained support staff; (2) exploring whether and how employer workshops and seminars of management personnel can develop useful information on why manpower utilization problems occur, and ways of preventing or overcoming them, and can lead to preparation of descriptive materials with particular credibility among employers.

The contractor is conducting employer workshops and a series of employer seminars and working cooperatively with employers and lower level employees to develop and assess techniques which various kinds of employers could use to prevent and overcome problems that reduce the effective utilization of varied types of disadvantaged workers. The project will also produce materials to guide employers, agencies, and community organizations to better understand and use new techniques and improve the application of established methods.

Contract period: February 1, 1970, through March 10, 1972.

1.3.117 YOUTH ORGANIZATIONS UNITED
WASHINGTON, D.C.

CONTRACT 82-11-71-33

YOUTH ORGANIZATIONS UNITED LEADERSHIP INSTITUTE

The Department of Labor and the Department of Health, Education, and Welfare jointly fund, with administration by HEW's Office of Youth Development and Delinquency Prevention, a leadership institute for Youth Organizations United, a national association of youth groups engaged in a variety of self-help and community improvement projects. The leadership institute is to be operated by Training and Development Systems, over a 12-month period providing both classroom training and field experience. Trainees are to come from different geographical and ethnic groups, selected on the basis of demonstrated leadership, and the institute will focus on increasing their organizational capabilities, developing program operation skills, and increasing their effectiveness in aiding indigenous community organizations to deal with delinquency, addiction, job counseling, and placement problems.

Contract period: August 1, 1971, through July 31, 1972.

1.4 PROJECTS IN PROCESS ON JUNE 30, 1971—Manpower Research Institutional Grants Under the MDTA[13]

This section describes the activities during fiscal year 1971 at the 19 colleges and universities receiving manpower research institutional grants. Seven of these grants (to Atlanta University, Iowa State University, the University of Maine, Norfolk State College, North Carolina State University, Oklahoma State University, and Temple University) were awarded in 1966, and will expire in the first half of fiscal year 1972. The other 12 grants were funded in August 1970 for a 4-year period, so that the first year's grant activities were largely developmental.

It is not anticipated that the institutional grant program will be open to new applicants until 1973.

1.4.01 ATLANTA UNIVERSITY
ATLANTA, GA.

GRANT 31-13-71-05[14]

DR. ROBERT C. VOWELS, DEAN, SCHOOL OF BUSINESS ADMINISTRATION, AND INSTITUTIONAL REPRESENTATIVE, CENTER FOR MANPOWER STUDIES

During fiscal 1971 the Center for Manpower Studies published a collection of three discussion papers prepared in conjunction with its lecture series on the income gap between blacks and whites. (See 3.4.07.) The first paper examines the constancy of this income gap, despite marked improvement in black men's educational attainment relative to that of whites, and considers other determinants of relative earnings for these racial groups. The second paper analyzes the impact on nonwhites' relative earnings of changes in labor market discrimination from 1910 to 1966. The final paper discusses causes and manifestations of income disparities, programs for their elimination, and public policy commitment to the goal of income parity among the racial groups.

Also published during the fifth year of grant support was an article, "Racial Integration in Southern Management Positions" (see 3.4.06), which found Negroes achieving significant management positions in Atlanta. However, such integration was not widespread and was more likely to occur in manufacturing and trade than in finance or construction.

1.4.02 BRANDEIS UNIVERSITY
WALTHAM, MASS.

GRANT 31-23-70-01

DR. WYATT C. JONES, PROFESSOR, FLORENCE HELLER GRADUATE SCHOOL FOR ADVANCED STUDIES IN SOCIAL WELFARE, AND DIRECTOR, CENTER FOR MANPOWER RESEARCH AND DEVELOPMENT

To administer the new institutional grant, the Center for Manpower Research and Development was established within the Heller Graduate School. As part of the School's doctoral program in health and welfare, it introduced in the 1971-72 academic year a concentration in manpower studies, consisting of four post-master's degree courses: Labor economics and manpower planning, social and psychological aspects of the employment relationship, urban education and manpower policy, and manpower problems of the disadvantaged. During the 1970-71 school year, 12 manpower-related courses and seminars were given by the Heller Graduate School and the departments of economics and sociology.

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[13] Requests for information concerning these institutional grants should be directed to the appropriate staff at each school.

[14] Formerly grants 91-11-66-60, 91-11-67-31, 91-11-68-63, and 91-11-70-04.

Grant-supported research in the first year was limited to the dissertation studies of two doctoral candidates receiving grant-based financial assistance. One was developing a system for delivery of manpower services under the Family Assistance Plan, and the other was examining the process of problem definition and resolution in organizations dealing with social welfare and manpower training. Center faculty members and doctoral candidates were working on nine other manpower research projects funded by other sources. Included were three dissertation grants (1.5.04, 1.5.05, and 2.4.07) and one research contract (2.1.02).

1.4.03 UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 31–05–70–07

Dr. Benjamin Aaron, Director, Institute of Industrial Relations, and Program Director, Manpower Research Center

The Manpower Research Center was established in August 1970 within the Institute of Industrial Relations, as a joint endeavor of the Institute, the Graduate School of Business Administration, and the Department of Economics.

Research projects in diverse areas were pursued in conjunction with the Center. Funds were being provided for a survey and analysis of the labor market experiences, perceptions, and goals of low-income Chicano and black youth in the Watts and East Los Angeles areas. Center personnel were coordinating an analysis of the impact that the Transportation Opportunity Program (see 2.3.52) has had on the local trucking industry, companies within it, and selected employees. In addition, a grant-supported research assistant was working on a study sponsored by the National Bureau of Economic Research, Inc., regarding the effects of education on fertility.

Although UCLA has no degree program as such in the manpower field, a series of courses on manpower are offered and Ph.D. candidates may concentrate on the fields of labor economics (in the Department of Economics) or industrial relations, manpower and human resources (in the Graduate School of Business Administration).

To establish an information network among manpower specialists in California—among faculty and graduate students at numerous colleges and universities, researchers in private industry, and manpower program administrators, Center personnel created a Manpower Research Forum for monthly presentations of manpower research results and discussions of research applications. The Area Workshop in Manpower and Human Capital was also established for discussion of more technical papers.

1.4.04 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 31–34–70–02

Dr. Robert Aronson, Professor, School of Industrial and Labor Relations, and Program Director, Institutional Grant

Research is focused on examining the occupational and personnel requirements of publicly supported manpower and related social programs in order to develop curricula for educating program specialists. The primary activity in the first grant year was an interview series at 24 local, regional, and national manpower organizations, both public and private. Other background research activities included drafting a bibliography on manpower supply and demand in Federal programs in a variety of fields and considering research needs on the organization, staffing, and delivery of manpower services by the public employment service.

Ongoing research studies examine: (1) The process of achieving coordination between the community, the sponsoring agency, and the project contractor in the development of a manpower training program and the impact of this process on these organizations; (2) recruitment and mobility, as they influence manpower wastage and labor turnover, in selected public school systems; (3) the relationship between ability and earnings for 53,000 1960 high school graduates not attending college and the influence of the labor market on this relationship; (4) the effect of length of service, other work experience, and education on earnings for a sample of blue- and white-collar occupations; (5)

the occupational structure of a major Canadian firm and the interoccupational mobility of about 5,000 of its nonoffice employees; and (6) the hypothesis that the physics profession manipulates the supply of new physicists, primarily through graduate schools' enrollment and support policies.

During the 1970–71 academic year, enrollment in the 21 manpower-related courses offered at the graduate and undergraduate levels in the School of Industrial and Labor Relations exceeded 500 students. Within the School, 45 graduate students were pursuing as major or minor subjects either manpower studies or labor economics and income security.

1.4.05 IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

GRANT 31–19–71–04[15]

DR. EDWARD B. JAKUBAUSKAS, PROFESSOR OF ECONOMICS, AND DIRECTOR, INDUSTRIAL RELATIONS CENTER

In its fifth year of grant support, the Industrial Relations Center expanded its manpower education programs by adding a graduate course in comparative manpower and doubling enrollments in the new bachelor's degree program in industrial relations.

Ongoing research projects included an examination of career choice among medical interns going into orthopedics, a manpower forecasting study of occupational employment trends at the regional level, development of a model to predict future farm employment for small geographic areas, a study of the interaction between personality and the level of performance, a long-range examination of the demand for and supply of arbitrators, a study of the uses of cost-benefit analysis as an evaluation tool, consideration of occupational upgrading and community participation in the Des Moines Model Cities Program, a followup of 1960 data on 450 aged persons in Iowa, and a study of problems of the Spanish-surnamed and migrant populations in Iowa.

Publications completed during fiscal year 1971 and supported by grant funds include the following: (1) *Job Vacancies in Iowa Manufacturing Establishments,* the eighth in a series of surveys of the nature and extent of manufacturing job vacancies. (See 3.4.18.) (2) A statement on older Americans in rural areas before the U.S. Senate Special Committee on Aging which discusses the work and health situations of older persons in rural Iowa and offers recommendations to improve services for these persons. (See 3.4.32.)

1.4.06 UNIVERSITY OF MAINE
ORONO, MAINE

GRANT 31–23–71–01[16]

DR. A. M. HUQ, PROFESSOR OF ECONOMICS, AND DIRECTOR, MANPOWER RESEARCH PROJECT

During their fifth year of grant support, the interdisciplinary team of faculty and students conducted research on a variety of manpower problems, usually from the perspective of the State of Maine. Reports were being drafted on two studies of powerlessness: (1) A literature review which failed to support the hypothesis that minority individuals' feelings of powerlessness to affect their environment lead to economic underachievement; and (2) an experiment which demonstrated that subjects' competitive striving toward success and final outcomes were entirely a function of the power assigned to them by the experimenter.

Reports completed during the 1970–71 academic year included the following: (1) A survey of the educational and occupational aspirations of 1,900 graduating high school students in Maine (see 3.4.39). (2) Surveys of the occupational choices, career plans, and orientations toward work of 1,400 post-high school vocational students and 600 nursing students in Maine (see 3.4.45 and 3.4.46). (3) A master's thesis examining the relationship between belief in the American ethos of success and several social indicators among post-high school vocational students in Maine. (See 3.4.38.) Findings of this thesis were: (a) High acceptance of certain dimensions of the success ethos, particularly that success is a matter of hard work; (b) more frequent endorsement of the ethos among students who perceive themselves in lower social class status and whose fathers have lower occupational status; and (c) little correlation of the ethos with students' religious preference, place of residence, parents' income, or fathers' education. (4) An exploration of potential employment and income benefits likely to accrue from development of a modern oil refinery on Maine's coast (see 3.4.40). From this study the researchers found the likely benefits for Maine residents to be rather limited and testified accordingly at State public hearings. (5) A study (in cooperation with the National Marine Fisheries Service) of the social and economic impact in three Maine communities of limited entry into the lobster industry. (6) An investigation (funded by the Maine State Department of Education), by means of a case study of machinists, of the feasibility of an investment approach (as opposed to a manpower needs approach) to vocational education planning in Maine. The researchers found the investment approach usable and discussed modifications necessary to make it a practical policy tool.

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[15] Formerly grants 91–17–66–61, 91–17–67–32, 91–17–68–64, and 91–17–69–58.

[16] Formerly grants 91–21–66–63, 91–21–67–34, 91–21–68–66, and 91–21–69–60.

During the 1970–71 academic year, the University's two-semester interdisciplinary manpower research seminar focused on State manpower problems, such as employment opportunities from oil refinery development, a study referred to above.

1.4.07 MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN. in cooperation with

THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

GRANT 31–45–70–03

DR. WILLIAM R. SCHRIVER, ASSOCIATE PROFESSOR OF MANAGEMENT, MEMPHIS STATE UNIVERSITY, AND DIRECTOR, CENTER FOR MANPOWER STUDIES; DR. BRIAN RUNGELING, ASSISTANT PROFESSOR OF ECONOMICS, UNIVERSITY OF MISSISSIPPI, AND CO-DIRECTOR, CENTER FOR MANPOWER STUDIES

The Center for Manpower Studies was established at the inception of this institutional grant program as a consortium between Memphis State University and the University of Mississippi. The Center focuses on the manpower problems of the mid-South region, which consists of rural and urban counties in western Kentucky, western Tennessee, eastern Arkansas, and Mississippi.

Research projects by the Center include: (1) Two projection studies—one to estimate employment demand for Tennessee's nonagricultural industries by occupation and determine the resulting needs for training in the Tennessee Area Vocational-Technical School system, and the other to develop computer methodology to predict the amount of labor available, by level of skill—in small labor areas. (2) Two migration studies to examine the patterns of migration and population redistribution among 50 State economic areas in the East South-Central Subregion of the United States from 1880 to 1960 and to analyze the flow of labor—by race and income groupings—among metropolitan areas in the mid-South from 1960 to 1965. (3) Three labor force studies of employees displaced by the closing of a major manufacturing plant in Memphis; the factors influencing persons in rural Coahoma County, Miss., to be unemployed or to not participate in the labor force; and unemployment and underemployment in a black low-income area of Memphis.

Two Center-supported studies were completed during fiscal year 1971. *Mississippi's Population (1960–70): A Provisional Analysis* examines the pattern of population change and urbanization within the State. (See 3.4.47.) The *1970 Population Data Book for Tennessee Counties* presents a basic demographic profile of all counties based on the first count summary tape of the 1970 census. (See 3.4.48.)

Center staff have developed for introduction in the 1971–72 academic year a manpower specialty within the master's degree programs in economics, sociology, political science, psychology, management, and educational administration. The specialty requires completion of three new manpower courses (on the historical development of manpower theory, labor force participation, and manpower research methodology), a manpower-related thesis topic, and a 6-week internship in a manpower agency.

1.4.08 UNIVERSITY OF MISSOURI—COLUMBIA
COLUMBIA, MO.

GRANT 31–27–70–08

DR. E. E. LIEBHAFSKY, PROFESSOR OF ECONOMICS AND DIRECTOR OF THE MANPOWER PROGRAM

At the inception of the institutional grant, an Interdisciplinary Graduate Program in Manpower was established within the Department of Economics with ties to the Departments of Sociology and Psychology and the Business and Public Administration Research Center.

In the first grant year, existing graduate programs in economics, psychology, and sociology were adapted to permit specialists, educated in the principal disciplines, to develop talents as interdisciplinary manpower researchers. Each student in the graduate program must fulfill the requirements of his own department, complete a 16-hour manpower core curriculum, and gain work experience as a research assistant and a summer intern. In addition, doctoral students in economics may concentrate on manpower economics. One new course has been developed—a 1-hour interdisciplinary seminar.

Since grant funds have been used principally to support students and faculty in the graduate manpower program, relatively little grant support went for direct research expenses. However, manpower research was conducted in the first grant year under other funding which included studies of: (1) The personal characteristics and training of the disadvantaged (supported by the U.S. Training and Employment Service); (2) the effects of supplemental labor market information on job search behavior and success (see 1.1.32); (3) a theoretical model of technological change and the inequality of income distribution (supported by the University's Business and Public Administration Research Center); and (4) the measurement of structure of larger-than-family agricultural operations and the relationship of structure to output variables (funded by the University's Agricultural Experiment Station).

1.4.09 NORFOLK STATE COLLEGE
NORFOLK, VA.

GRANT 31-51-71-03[17]

SAMUEL VASSAR, DIRECTOR, MANPOWER RESEARCH INSTITUTE

Ongoing research projects of the interdisciplinary faculty team explore: (1) The impact of technological advances in the longshoring industry on dockworkers (predominantly blacks) in Hampton Roads; and (2) racial differences in job-search methods of low-income individuals in the Norfolk-Portsmouth, Va., area.

The Institute published two reports during its fifth year of grant activities:

1. *Profile of Norfolk State Students,* prepared by undergraduates in a manpower research seminar, presents a profile of students enrolled at this predominantly black college during the 1969–70 academic year. (See 3.4.54.) Questionnaires administered to a 5-percent sample of the full-time students yielded data on respondents' family background, sources of financial support, and goals in pursuing a college education.

2. *Current Social and Economic Developments; Their Implications for Manpower Programs* presents proceedings of the Institute's fourth annual manpower research symposium on May 8, 1970. (See 3.4.50.) Presentations of labor market trends and the JOBS Program preceded discussion of manpower programs in Tidewater, Va.

Two papers were presented by Institute staff. "Some Effects of the New Technology in Vocational-Technical Curriculums," given before the Virginia Education Association, discusses new instructional materials and techniques, an approach to using them, students' performance, and trends in vocational education teaching. (See 3.4.55.) "The Current Concept, Manpower," which was presented at the Norfolk Technical-Vocational Center, reviews the evolution of America's manpower policy and discusses current policy orientations and programs. (See 3.4.49.)

Each year the Institute has conducted an interdisciplinary manpower research seminar for advanced undergraduates as a two-semester sequence.

1.4.10 NORTH CAROLINA AGRICULTURAL AND TECHNICAL COLLEGE
GREENSBORO, N.C.

GRANT 31-35-70-04

DR. HOWARD F. ROBINSON, DIRECTOR, THE INSTITUTE FOR RESEARCH IN HUMAN RESOURCES

Research has focused on local and regional manpower problems. First-year projects supported partly by grant funds include: (1) A comparison of labor force participation rates and other characteristics of poverty populations in North Carolina and Wisconsin (with additional support from the Cooperative State Research Service); (2) an examination of the impact of transportation problems on carless workers' job-seeking patterns, wages, and earning potential (funded largely by the University's Transportation Institute); and (3) a study of Negro employment in the textile industry in North and South Carolina (funded primarily by the Equal Employment Opportunity Commission).

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[17] Formerly grants 91-49-66-66, 91-49-67-37, 91-49-68-69, and 91-49-69-63..

Recently initiated projects under the grant include: (1) A survey of the job experiences of a sample of 1971 college graduates in science and engineering and an inquiry to selected universities and companies in the field regarding anticipated job openings and methods for filling positions; (2) a followup on the realization or frustration of ambitions among 1,500 area high school students first interviewed in 1963; and (3) an exploration of the impact of Greensboro school counselors' self-perceptions on students' perceptions of their own educational and vocational potential.

During the first year, Institute staff presented two conference papers: (1) A comparison of the labor force participation of 500 migrants to and nonmigrants in Greensboro and Winston-Salem, N.C., by age, sex, and race, was given at the Southern Economic Association meeting on November 12, 1970 (see 3.4.56); and (2) a discussion of black manpower researchers and educators—the current shortage, probable causes, and suggested remedies—was given at Cornell University's conference, "Manpower for the Manpower Field," on October 12, 1970 (see 3.4.57).

Eight manpower-related graduate and undergraduate courses were offered in the 1970–71 academic year with enrollment totaling 169 students. An advanced undergraduate interdisciplinary seminar on manpower was developed for introduction in the next academic year.

1.4.11 NORTH CAROLINA STATE UNIVERSITY, RALEIGH

RALEIGH, N.C.

GRANT 31–37–71–02[18]

DR. ROBERT M. FEARN, ASSOCIATE PROFESSOR OF ECONOMICS AND INSTITUTIONAL REPRESENTATIVE

Since 1966 institutional grant activities have been carried out by NCSU's Department of Economics, in cooperation with Duke University and the University of North Carolina at Chapel Hill. NCSU's Research Workshop in Labor Economics and Human Resource Development has functioned as a primary vehicle for the exchange of manpower research information among faculty members and graduate students at the three universities. In addition, two graduate seminars—on human capital and on labor economics and manpower problems—have been offered each year at NCSU.

During the 1970–71 academic year, research focused on the areas of lifetime earnings and old age, labor force characteristics of peripheral workers, human resources in international and regional development, and the economics of education. Active studies include a doctoral dissertation on the effect of the Fair Labor Standards Act on teenage unemployment from 1948 to 1968, and an examination of dentists' income from independent practice over the period 1929–67.

The following were among the reports, papers, and articles supported in significant part by institutional grant funds and completed during fiscal 1971: (1) "Economics of Aging: Work and Income Through the Life Span" concludes that the faster the pace of technology and the higher the rate of economic growth, the greater is the disparity between earnings during the working life and retirement benefits, under present income-allocation arrangements. (See 3.4.62.) The article also discusses approaches to reducing the income disparity. (2) "Career Options After Fifty: Suggested Research" directs attention to the question of an individual worker's preference as to how much free time he would elect, under any given income status, and when he would take that free time. (See 3.4.60.) (3) "Youth Unemployment and Minimum Wages: Some Further Questions" reviews recent research on the relationship between the minimum wage and teenage unemployment, discusses policy aims of employing youth, and postulates the impact of lowering the minimum wage as a means of easing teenagers into jobs. (See 3.4.76.) (4) "Youth Unemployment and Minimum Wages—Discussion" comments on the different measures of unemployment used in research on this question and the theoretical effects of minimum wage on employment of a growing teenage population. (See

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[18] Formerly grants 91–35–66–65, 91–35–67–36, 91–35–68–68, and 91–35–69–62.

3.4.75.) (5) "The Impact of Welfare on the Work Effort of AFDC Mothers" (funded mainly by the President's Commission on Income Maintenance) analyzes 1967 data on AFDC recipients in Alabama, Kentucky, and Mississippi, which differed in levels of welfare benefits and implicit "tax" rates on welfare recipients' earnings. (See 3.4.67.) (6) *Occupational Employment Patterns in Raleigh, North Carolina* compares the relative occupational positions of whites and nonwhites across industries in 1966–67. (See 3.4.70.) (7) *Employment in the Manufacturing Sector of Developing Economies: A Study of Mexico, Peru, and Venezuela* finds from 1945 to 1966 data that the relatively slow growth of employment in the advanced sector of Mexico and Peru, but not in Venezuela, was substantially explained by relatively high elasticities of substitution and shifts in relative costs which made it profitable for firms to substitute capital for labor. (See 3.4.64.) (8) "Returns from Investment in Human Capital" (funded in part by a National Science Foundation grant) develops a model to predict lifetime earnings, formulated so that parameters can be estimated simultaneously and hypotheses tested for several types of investment in human capital, as a function of race and region. (See 3.4.72.) Data used were earnings profiles estimated from the 1960 census 1/1,000 sample.

1.4.12 THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

GRANT 31–37–70–05

DR. S. C. KELLEY, DIRECTOR, CENTER FOR HUMAN RESOURCE RESEARCH

The Center for Human Resource Research sought to mobilize the university's manpower research resources by surveying the faculties of manpower-related departments. As a result, persons in 9 of the 12 colleges of the university became associated with human resource activities as members of the three interdisciplinary task forces and the advisory committee created to guide grant activities.

The task force on instructional programs designed and introduced an interdisciplinary seminar sequence (covering three quarters) on human resource policy, planning, and administration. They also developed for initiation in the 1971–72 academic year a master's degree curriculum with specialization in human resource policy within the Division of Public Administration. This specialization requires completion of the new seminar sequence and core courses in economics and public administration.

The Center's task force on research focused on communicating research possibilities to other faculty members, assisting in the design of their projects, and helping them seek external funding. Grant funds functioned as seed-money support for projects on: (1) The use of simulation for projecting technological change and employment (funded by the Pan American Union); (2) a model for projecting public sector employment (supported by the Agency for International Development); (3) the impact of extending minimum wages to private household workers (see 1.6.26); and (4) a dynamic analysis of the labor force behavior of men and youth (see 1.6.25).

The task force on human resource planning concentrated on developing a framework in which human resource planning is integral to the general planning process of State and local governments. They initiated a series of sectoral manpower studies and projections at the State and local level with a pilot survey of medical manpower in Ohio.

1.4.13 OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION
STILLWATER, OKLA.

GRANT 31–40–71–06[19]

DR. JOHN C. SHEARER, PROFESSOR OF ECONOMICS AND DIRECTOR, MANPOWER RESEARCH AND TRAINING CENTER

Research during the fifth year of grant activities was focused on vocational education, health manpower, and manpower in the nuclear industry. Although Center faculty members succeeded in locating other funding sources for much of this research, graduate students receiving grant support centered their research activities on these topics.

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[19] Formerly grants 91–38–66–64, 91–38–67–35, 91–38–68–67, and 91–38–69–61.

Major projects included: (1) Work on application of a statewide occupational training information system (see 3.1.66) with the Oklahoma State Department of Vocational and Technical Education; (2) analysis of the potential use of discharged military corpsmen in civilian health occupations in doctorless rural and urban areas (carried out this past year largely in master's thesis investigations); and (3) development of an information system for manpower planning in the nuclear industry, with reference to nuclear technicians (supported by the Southern Interstate Nuclear Board).

Among the research reports completed in fiscal 1971 and directly related to the institutional grant were the following: (1) A paper, "Increasing the Supply of Health Manpower," which recommends the establishment of new regional medical schools devoted solely to preparing general practitioners and more experimentation with physician's assistants in generalist roles. (See 3.4.81.) (2) A master's thesis estimating supply and demand for nuclear technicians in the South for the period 1971–75 based on a survey of employer organizations and training institutions. (See 3.4.77.) The author finds that demand somewhat exceeds supply.

In conjunction with the manpower program, three graduate courses were being offered—in manpower analysis, labor market theory and analysis, and occupational analysis—and one seminar was given in manpower analysis.

1.4.14 UNIVERSITY OF OREGON
EUGENE, OREG.

GRANT 31–39–70–09

DR. EATON H. CONANT, DIRECTOR, INSTITUTE OF INDUSTRIAL AND LABOR RELATIONS

During the initial grant year the major emphasis of the manpower program was placed on development of manpower education within the Institute's interdisciplinary master's degree program. A newly introduced sequence of two seminars on manpower research was attended by approximately 15 graduate students. Among the products of these seminars was a series of research papers on aspects of manpower problems in the Pacific Northwest. These papers functioned as background materials for a Fall 1971 conference of regional researchers, government employees, and interested persons from the private sector.

Research activities focus on two areas: (1) Employment and work-related experiences of disadvantaged populations; and (2) public and private institutional activities affecting manpower programs. Projects receiving grant support include studies of paraprofessional employment, principally in education; union-management relations in the pulp and paper industries of the Pacific Northwest; and costs of and arrangements for early retirement.

1.4.15 SOUTHERN METHODIST UNIVERSITY
DALLAS, TEX.

GRANT 31–46–70–06

DR. THOMAS JOHNSON, ASSISTANT PROFESSOR OF ECONOMICS AND STATISTICS AND DIRECTOR OF MANPOWER RESEARCH

Activities during the first year of grant activity centered on generating interest in manpower research among students and faculty and developing new graduate courses in manpower. Two new courses, one on human capital and the other on labor economics, were introduced as the core for specialization in the field of human resources for Ph.D. candidates in economics. These courses have already encouraged a number of students to focus their dissertation research on manpower questions.

Grant-supported research has been oriented toward econometric approaches to manpower problems and toward manpower problems of Dallas and the Southwest. A paper on a procedure for the use of qualitative and limited dependent variables in economic relationships was accepted for publication in *Econometrica*. Analysis is underway of data (gathered under an Office of Economic Opportunity contract) concerning the occupational and social adjustment of Mexican American migrants from the Rio Grande Valley of Texas to the Dallas-Fort Worth area. Graduate students receiving grant support were doing studies on such topics as the labor force participation of married women, and the skill content of international trade flows among developing countries.

1.4.16 TEMPLE UNIVERSITY
PHILADELPHIA, PA.

GRANT 31–42–71–07[20]

DR. LOUIS T. HARMS, PROFESSOR OF ECONOMICS AND DIRECTOR, MANPOWER RESEARCH INSTITUTIONAL GRANT PROGRAM

In 1966, at the outset of grant activity, a manpower concentration was established in the newly developed Ph.D. program in economics. In addition, grant-related faculty members have assisted in development of the manpower concentration in the master's degree in economics program and of two fields of specialization in the master's of business administration program—in health administration and human relations. During the 1970–71 academic year, 10 graduate manpower-related courses were offered.

Research activities have reflected manpower program personnel's increased involvement in urban and ghetto problems. Grant personnel participated in a study, which was initiated this past year under contract (see 1.2.32), of the significance of employability development teams in Philadelphia's Concentrated Employment Program. Work continued on an examination of the employment implications of firms entering and leaving the Philadelphia labor market (see 1.1.38). Work was completed on an analysis of employment trends for the Philadelphia labor market, from 1959 to 1970 and 1980, by industry and occupation and by county; and on recommendations for selection of target occupations for future training programs of the Philadelphia Opportunities Industrialization Center.

Other manpower-related research of faculty and students involved in grant activities is represented by the following: (1) *Social Economics for the 1970's—Programs for Social Security, Health, and Manpower* discusses the meaning and scope of social economics; past, present, and proposed programs in social security, health, and manpower; and in particular, the convergence of manpower and welfare policies. (See 3.4.102.) (2) "The Role of 'Fault' in Social Security Legislation"considers the concept and role of "fault" in private insurance; workmen's compensation; sickness, disability, and survivors' insurance; and unemployment insurance. (See 3.4.101.) (3) *Student Choice: A Theoretical Analysis of Higher Education with Some Empirical Evidence Considered* is a doctoral dissertation which constructs a model in which the college student (consumer) decides among alternative courses (goods bundles) according to seven axioms of the theory of choice. (See 3.4.103.) The choice model is considered under various constraints—those internal to the student, such as his relative aptitude, time, and income, and institutional restraints on the student, such as grades and course requirements. (4) "An Economist's View of Social Policy" discusses complementary contributions which professionals in social wok and economics might make to public policy evaluation and formulation. (See 3.4.90.) (5) "Hospital Manpower Survey of Pennsylvania Counties" (for the Pennsylvania Science and Technology Foundation) lists paramedical personnel by type of hospital and other health-care institutions and computes regression estimates for disability bed-days by patients, by type of hospital. (6) "Economic Policy and Property Rights Implicit in the Legislative and Judicative Roles of Government" considers the economic significance—in terms of distribution of wealth and level of resource use—of the government's role of defining and enforcing property rights. (See 3.4.89.)

1.4.17 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

GRANT 31–47–70–10

DR. GARTH L. MANGUM, PROFESSOR OF ECONOMICS AND MANAGEMENT AND DIRECTOR, HUMAN RESOURCES INSTITUTE

Grant resources have been devoted primarily to supporting the manpower research activities of graduate students and younger faculty members in this first grant year. Eight doctoral candidates in economics, political science, business, or psychology received grant-based fellowships and four other graduate students were assisted with the expenses of preparing their theses and dissertations.

Student research has focused on State and local manpower planning and on manpower administration in general. Specific projects underway in fiscal 1971 included the following: (1) A dissertation examining information systems in six Utah manpower programs in order to develop for management decisionmaking a model information system based on the uses to which information would be put. (2) A dissertation investigating the economic impact of computer-assisted placement systems. (3) A dissertation identifying parameters and relationships within Utah's manpower system as the first step in developing a manpower model for the State. (4) A study examining the job of manpower administrator and the kinds of knowledge and skills necessary for job effectiveness and developing ideas about appropriate education and training for competent manpower administrators.

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[20] Formerly grants 91–40–66–62, 91–40–67–33, 91–40–68–65, and 91–40–69–59.

In addition to offering manpower research experience and fellowships for doctoral candidates in all manpower-related fields, the Institute has developed three programs (not directly related to the grant) for the education of manpower administrators.

1.4.18 VIRGINIA STATE COLLEGE
PETERSBURG, VA.

GRANT 31–49–70–11

DR. HUEY J. BATTLE, HEAD, DEPARTMENT OF ECONOMICS AND DIRECTOR, BUREAU OF ECONOMIC RESEARCH AND DEVELOPMENT

The newly established Manpower Research Unit in the Bureau of Economic Research and Development has focused on the manpower problems in south-central Virginia, which includes 17 counties and five independent cities. Specific areas under exploration are jobseeking patterns, mobility, and adaptability of low-income household heads and the identification of marginally skilled workers in the area. Periodic interviews are being conducted with 1,000 household heads. This project builds on a recently completed study (carried out under college and Department of Health, Education, and Welfare support) of marginally skilled workers in Dinwiddie County, Va.

Over a dozen manpower-related courses have enabled advanced undergraduates to learn about the field.

1.4.19 WEST VIRGINIA UNIVERSITY
MORGANTOWN, W. VA.

GRANT 31–52–70–12

MARGARET EMERY, ASSISTANT PROFESSOR, SCHOOL OF SOCIAL WORK AND DIRECTOR, RURAL MANPOWER RESEARCH AND TRAINING PROJECT

Priorities for the newly established Rural Manpower Research and Training Project focus on the delivery of human services, largely in Appalachia, through cumulative research and training projects. Project researchers thus designed a major investigation of the success of employing indigenous subprofessionals in human service agencies, particularly in rural Appalachia. More specifically, they were examining the various career transitions of indigenous subprofessionals from the perspectives of the individual, the educational and training institutions, the employers, advocacy organizations, and other institutions.

Project researchers have been compiling data on manpower needs, resources, and problems in Appalachia and on related research subjects. Largely under support of the West Virginia Commission on Aging, they formulated recommendations for development of a statewide plan for training persons to work with the elderly. The U.S. Department of Health, Education, and Welfare, in cooperation with the institutional grant, was funding development of training materials for entry-level positions in the supportive services, including such jobs as family and child worker, recreation director, sheltered workshop worker, and eligibility worker.

Project personnel have added manpower concepts and content to the social work curriculum by incorporating manpower in the required first-year graduate course on research and in a second-year course on social policy and the aging. Field work placements of graduate students involved in research activities under this Project were instituted in January 1971.

1.5 PROJECTS IN PROCESS ON JUNE 30, 1971—Doctoral Dissertation Grants Under the MDTA [21]

1.5.01 BOSTON COLLEGE
CHESTNUT HILL, MASS.

GRANT 91–25–71–38

CHARLES M. SAVAGE, DOCTORAL CANDIDATE; DR. THOMAS J. BLAKELEY, SPONSOR, DEPARTMENT OF PHILOSOPHY

A PHENOMENOLOGY OF HUMAN LABOR

This project is concerned with the essential characteristics of the relationship between man and work. It uses phenomenology as its philosophical foundation to explore, describe, and analyze such phenomena of human labor as the meaning of work; the role of the worker in society; the relation of the worker to technology, organizational structure, raw materials, and product; and the production process and finished product as factors in the creativity, self-expression, and alienation or involvement of the worker.

Phenomenological methodology entails viewing an object in its total context. Its applicability to manpower problems is based on the premise that their solutions must take into account social and cultural subtleties of the post-industrial era.

Completion is scheduled for June 1972.

1.5.02 BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

GRANT 91–37–70–53

JAMES G. GOODALE, DOCTORAL CANDIDATE; DR. PATRICIA C. SMITH, SPONSOR, DEPARTMENT OF PSYCHOLOGY

BACKGROUND CHARACTERISTICS, ORIENTATION, WORK EXPERIENCE, AND WORK VALUES OF EMPLOYEES HIRED FROM HUMAN RESOURCES DEVELOPMENT APPLICANTS BY COMPANIES AFFILIATED WITH THE NATIONAL ALLIANCE OF BUSINESSMEN

This project is examining the relationship of high turnover among disadvantaged workers hired by National Alliance of Businessmen (NAB) firms to the work values and attitudes of the workers. The values and attitudes are being compared with those of other newly hired workers and related to personal characteristics (race, work experience, place of birth, socioeconomic class, and parents' educational-occupational level), absenteeism, tardiness, job performance, content of the orientation program, and current job.

A sample of 750 newly-hired, blue-collar employees (half classified as disadvantaged and half not) is being selected from several NAB firms. Work values and attitudes are being gaged through a battery of questionnaires administered to the employees immediately after they are hired, following orientation, and after 3 months on the job. Supplementary information is being drawn from job applications, foremen's performance ratings, and other company records.

Completion is scheduled for August 1971.

1.5.03 BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

GRANT 91–39–71–11

THOMAS E. STANDING, DOCTORAL CANDIDATE; DR. ROBERT M. GUION, SPONSOR, DEPARTMENT OF PSYCHOLOGY

INDIVIDUAL DIFFERENCES IN WORK SATISFACTION

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[21] Requests for information concerning these dissertations should be directed to the doctoral candidates.

This study is testing the following hypotheses: (1) An individual's job satisfaction depends on the information content of his work relative to the level of environmental complexity at which he can process information most comfortably; and (2) job dissatisfaction results if the job's informational content departs from this optimum level of complexity. For a sample group of steelworkers performing the same work, the informational structure of the job will be analyzed. Data are being obtained from interviews with industrial engineering and supervisory personnel, direct observation of each worker on the job, his position description, and several tests to measure work attitudes and information processing ability.

Completion is scheduled for October 1971.

1.5.04 BRANDEIS UNIVERSITY
WALTHAM, MASS.

GRANTS 91-23-66-59 AND 91-23-67-45

JANE GAUDETTE JONES, DOCTORAL CANDIDATE; DR. STEPHEN J. MILLER, SPONSOR, THE FLORENCE HELLER GRADUATE SCHOOL FOR ADVANCED STUDIES IN SOCIAL WELFARE AND THE HELLER RESEARCH CENTER

THE CAREER PATTERNS OF WOMEN PHYSICIANS

This study is identifying factors which motivate women to enter the medical profession and obstacles which they must overcome.

A sample of women students, dropouts, and graduates of the medical schools of Boston University, Tufts University, Radcliffe College, and Harvard University is being interviewed about career decisions and about personal and professional career patterns. Key persons in medical education are also being interviewed.

Completion is scheduled for June 1972.

1.5.05 BRANDEIS UNIVERSITY
WALTHAM, MASS.

GRANT 91-25-71-04

JUNE HOPPS, DOCTORAL CANDIDATE; DR. WYATT C. JONES, SPONSOR, THE FLORENCE HELLER GRADUATE SCHOOL FOR ADVANCED STUDIES IN SOCIAL WELFARE

A STUDY OF GHETTO ECONOMIC CORPORATIONS

This study will analyze economic corporations which began emerging in urban black ghettos in the late 1960's. It is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spin-off enterprises) for a sample of the enterprises.

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected in discussions with executives of each corporation and from company records and published materials.

Completion is scheduled for September 1971.

1.5.06 BROWN UNIVERSITY
PROVIDENCE, R.I.

GRANT 91-44-71-51

FRANK L. MOTT, DOCTORAL CANDIDATE; DR. ALDEN SPEARE, JR., SPONSOR, DEPARTMENT OF SOCIOLOGY

FERTILITY AND FEMALE LABOR FORCE PARTICIPATION: A LIFE-CYCLE APPROACH

This study has two major components: (1) Constructing a model of women's labor force behavior at different life-cycle points. This part of the project uses annual data collected by the Brown University Population Laboratory for 1,578 married women, classified by fertility and family structure, education, ethnicity, religion, and age. (2) Assessing the relationships between work attitudes, fertility, job opportunities, socioeconomic status, and labor force participation for women currently of child-bearing age. By comparing longitudinal data from the Rhode Island survey and from The Ohio State University's national study of labor force behavior (see 1.1.31), the researcher hopes to learn whether the Rhode Island women, among whom Catholics and second generation immigrants are disproportionately represented, differ from those in the national sample.

Completion is scheduled for June 1972.

1.5.07 UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY, CALIF.

GRANT 91–05–68–04

JOHN S. SPIER, DOCTORAL CANDIDATE; DR. ROBERT BLAUNER, SPONSOR, DEPARTMENT OF SOCIOLOGY

RACIAL INTEGRATION IN THE RAILROAD OPERATING CRAFTS

This study is examining conditions which cause Negroes to succeed or fail in a previously all-white industry when employment is opened to them. Railroad operating crafts in the San Francisco Bay area, virtually closed to all but whites until the early 1960's, provide the work setting for the study.

The researcher is attempting to interview the approximately 75 Negroes hired for such jobs since the early 1960's (whether still employed or not). These interviews cover job history and aspirations, education, family background, and reasons for leaving the railroad (where applicable). Comparative data are being collected from 25 white employees in the crafts, who are being queried in addition concerning their views of Negroes as coworkers and whether their attitudes have changed since the preintegration period. Additional material is being obtained through interviews with local union and company officials.

Completion is scheduled for June 1972.

1.5.08 UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY, CALIF.

GRANT 91–05–69–01

JEFFREY M. SCHEVITZ, DOCTORAL CANDIDATE; DR. HAROLD L. WILENSKY, SPONSOR, DEPARTMENT OF SOCIOLOGY

SOCIAL AND PSYCHOLOGICAL IMPACT OF WORKLIFE INSTABILITY

This study examines the long-term social and psychological impact of varying amounts of worklife instability, based on a mail survey of 1,200 engineers and scientists and 1,200 skilled workers—both split between defense and commercial work. Worklife instability is defined as downgrading, frequent job changes, or layoffs resulting from technological obsolescence or cancellation of defense contracts. The study is attempting to find ways of minimizing the negative effects of worklife instability. The researcher postulates that an individual's response to worklife instability depends primarily on his attribution of blame for the instability, his career orientation, and aspects of the work role organization and industry within which he locates reemployment.

Completion is scheduled for December 1971.

1.5.09 UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY, CALIF.

GRANT 91–05–69–53

STEPHEN R. ENGLEMAN, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, DEPARTMENT OF ECONOMICS

COST AND PERFORMANCE INCENTIVES FOR OFFICE OF ECONOMIC OPPORTUNITY JOB CORPS CONTRACTORS

This study examines the efficiency of contractual arrangements between the Office of Economic Opportunity and private corporations or nonprofit institutions for operating Job Corps centers, which provide training and other services to disadvantaged youth in a residential environment. (Responsibility for the Job Corps program was transferred from OEO to the U.S. Department of Labor on July 1, 1969.) Job Corps and extensive Department of Defense experience with cost-plus-fixed-fee contracts is being analyzed for costs and performance. A mathematical formulation of Job Corps goals is being constructed and an incentive program derived which would both maximize profit for the contractor and yield cost results and goal fulfillment superior to those attained under the present contracting system.

All Job Corps center contracts are being examined, and data collected from OEO on contractors performance. Several centers are being visited, and interviews conducted with officials of the Government and the contractors.

Completion is scheduled for August 1971.

1.5.10 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANTS 91–05–70–13 AND 91–06–71–30

LOUISE BERMAN, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, DEPARTMENT OF ECONOMICS

AN ANALYSIS OF THE LABOR MARKET FOR POLICEMEN

This study analyzes reasons for the general shortages of qualified police personnel. It is examining the determinants of trends in demand for policemen, sources of supply, incentives for attracting new applicants, wage differentials, the responsiveness of supply to changes in wages, effects of alternative policies, the process and rate of adjustment of supply to demand, and the nature of existing shortages. Data on the labor market behavior of California policemen are being obtained from police departments through interviews and employment records. The costs and benefits of becoming a policeman are being estimated by level of education. Data from a national survey will illustrate the range of recruitment policies and provide a research perspective from which to evaluate the California situation.

Completion is scheduled for October 1971.

1.5.11 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANTS 91–05–70–42 AND 91–06–71–33

MICHAEL D. HURD, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, DEPARTMENT OF ECONOMICS

AN EXPLANATION OF CHANGING LABOR FORCE PARTICIPATION RATES

This study is analyzing recent changes in labor force participation of each age, race, and sex group in the population, with particular attention to the role of wage rates. A model of labor force participation is being developed for each group, starting with the assumption that the individual participation rate depends on the family's decision about maximizing family welfare. Among the other variables to be investigated, the wage rate for each group is the most important, having been neglected in most previous studies despite its theoretical importance. A wage series for each group is being constructed and used in analyzing changes in the ratios of wage rates for the different groups. Both time-series and cross-section analyses are being made, using data from: (1) The 1966 and 1967 Survey of Economic Opportunity, covering 38,000 households; (2) the Current Population Survey, Bureau of the Census; and (3) the Surveys of Consumer Finances, Survey Research Center, University of Michigan.

Completion is scheduled for January 1972.

1.5.12 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–06–71–07

ERNIE LIGHTMAN, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, DEPARTMENT OF ECONOMICS

THE ECONOMICS OF MILITARY MANPOWER PROCUREMENT IN CANADA

This study investigates the operation of Canada's all-volunteer armed force as it competes for personnel with the civilian job market. Biographical and wage data from the Canadian Department of National Defense are being used to derive a model based on the hypotheses that application and enlistment rates depend primarily upon relative civilian and military wages and upon the unemployment rate and that the influence of these determinants varies by region and by level and type of education. The model is being used to estimate enlistment rates and the elasticity of supply at varying wage and unemployment levels. The economic and human resources implications of military training programs, admission standards, pay systems, and reenlistments are also being considered.

Completion is scheduled for September 1971.

1.5.13 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–06–71–09

WILLIAM G. MOSS, DOCTORAL CANDIDATE; DR. FRANK S. LEVY, SPONSOR, DEPARTMENT OF ECONOMICS

THE EFFECT OF HOUSING SEGREGATION ON NEGRO REAL INCOME AND EMPLOYMENT

Using data on 29,000 San Francisco Bay area households, this study tests the hypothesis that housing segregation reduces the real income of Negro workers because their commuting distances are greater than for whites in the same occupations and industries.

The project is also exploring the relationship between housing location and kinds of jobs taken by Negroes who qualify for but forego jobs available beyond reasonable commuting distance. The place of residence of Negro and white household heads, classified by occupation, is being compared with the location of similar jobs throughout the area to measure the relative availability of the job to residents of the subarea.

Data for both analyses were collected by the Bay Area Transportation Study Commission in its recent employment inventory and random sample survey of Bay area households.

Completion is scheduled for September 1971.

1.5.14 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–06–71–15

ERWIN A. J. DREESSEN, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, INSTITUTE OF INDUSTRIAL RELATIONS

THE ELASTICITY OF LABOR DEMAND ACROSS REGIONS, WITH AN APPLICATION TO WOOD PRODUCTS INDUSTRIES

Models to gage the average effect of changes in geographical wage structures on relative labor demand are being developed and tested in this project. They are being applied to State data on two wood products industries for the years 1958–67. Sources include the Survey and Census of Manufactures, the Census of Population, the Census of Transportation, *Carload Waybill Statistics*, and *Employment and Earnings*.

Completion is scheduled for December 1971.

1.5.15 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–06–71–18

DARRYL LOWRY, DOCTORAL CANDIDATE; DR. GEORGE AKERLOF, SPONSOR, DEPARTMENT OF ECONOMICS

POPULATION CHARACTERISTICS OF DEPRESSED AREAS, WITH PARTICULAR EMPHASIS ON THE BIAS CAUSED BY SELECTIVE MIGRATION

This study focuses on the effects of migration on areas of chronic high unemployment. It is examining differences between the populations of depressed and nondepressed areas in age, educational attainment, income, and labor force participation rates and the extentto which these differences can be explained by selective migration. It is also considering whether the existing population characteristics of depressed areas would change if new employment opportunities were available and whether area unemployment rates tend to converge or diverge from the national average over time. For major labor market areas selected on the basis of labor supply conditions, published data from the Bureau of the Census and the Department of Labor are being analyzed.

Competition is scheduled for September 1971.

1.5.16 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–06–71–31

MICHAEL W. STEBBINS, DOCTORAL CANDIDATE; DR. JOSEPH GARBARINO, SPONSOR, SCHOOL OF BUSINESS ADMINISTRATION

THE PH.D. IN INDUSTRY: MANAGEMENT'S USE OF SOCIAL SCIENCE SPECIALISTS

In light of the shrinking academic market for recipients of doctoral degrees in the social sciences, this study is assessing private industry's potential to absorb the rising surpluses predicted by some economists. The project focuses on the nature and components of present and projected utilization of these specialists; their traditional and new organizational roles; the industries, organizational functions, and departments most likely to spark new employment opportunities; and the influence on demand for social scientists of corporate size, technology, the dynamics of the product market, and the relative profitability of an industry.

Biographical and organizational data are being obtained by questionnaire from manpower executives and employees with Ph.D. degrees in 100 firms drawn from the "Fortune Top 500" list. Data on employees' attitudes, the content of their jobs, and the current and projected demand for their services are being obtained through interviews.

Completion is scheduled for January 1972.

1.5.17 UNIVERSITY OF CALIFORNIA, BERKELEY

BERKELEY, CALIF.

GRANT 91-06-71-39

DOROTHEA CUDABACK, DOCTORAL CANDIDATE; DR. KERMIT T. WILTSE, SCHOOL OF SOCIAL WELFARE

ROLE CONFLICT EXPERIENCED BY INDIGENOUS SERVICE WORKERS IN PUBLIC WELFARE

For welfare aides who were themselves welfare recipients, this project investigates the conflict between the workers' concern for their clients and their responsibility to their agency. It seeks to identify those client service situations likely to evoke role conflict; to gage the extent to which this conflict is experienced by aides and influences their job satisfaction and performance; and to delineate characteristics of the job situation that determine the manner in which the conflict is resolved.

Based on interviews with aides, social workers, and other welfare staff, the researcher is collecting and putting into questionnaire format a series of client service situations in which the aides' responsibilities conflict and must be resolved by client-oriented, agency-oriented, compromise, or avoidance alternatives. The questionnaire, to be administered in interviews with a sample of former welfare mothers working as aides in California county welfare departments, is designed to elicit for each situation the aide's perception of expected behavior, the way she actually would act and why, the degree of distress she would feel, and her job satisfaction. Aide programs are being observed to validate and extend this information and to gain insight into those aspects of the program, such as training and agency sanctions and rewards, that would tend to affect the role conflict.

Completion is scheduled for June 1972.

1.5.18 UNIVERSITY OF CALIFORNIA, LOS ANGELES

LOS ANGELES, CALIF.

GRANTS 91-05-66-09 AND 91-05-67-18

ROBERT SINGLETON, DOCTORAL CANDIDATE; DR. JACK HIRSHLEIFER, SPONSOR, DEPARTMENT OF ECONOMICS

LABOR FORCE COMPOSITION AND THE MINIMUM WAGE

This study is testing the proposition that increases in the minimum wage cause unemployment among such groups as the young, older workers, members of minority groups, and the inexperience. Department of Labor and Social Security Administration data on low-wage workers are being analyzed.

Completion is scheduled by June 1972.

1.5.19 UNIVERSITY OF CALIFORNIA, LOS ANGELES

LOS ANGELES, CALIF.

GRANT 91-05-70-28

BARBARA ANN ROSENQUIST, DOCTORAL CANDIDATE; DR. MELVIN L. BARLOW SPONSOR, GRADUATE SCHOOL OF EDUCATION

THE IMPACT OF COMPANY TRAINING PROGRAMS ON REDUCING THE ALIENATION OF THE HARD-CORE UNEMPLOYED

This study examines organizational policies for assimilating the hard-core unemployed and assesses the impact of these policies on the alienated black employee. Questionnaires are being sent to executives and training and supervisory personnel in 14 Los Angeles firms which use different strategies in their programs for disadvantaged new employees. Analysis of the responses will examine the interaction of program strategy with the characteristics and expectations of the employees and with the adaptability, commitment, expectations, type of control, and ownership of the companies.

Completion is scheduled during fiscal year 1972.

1.5.20 THE UNIVERSITY OF CHICAGO
CHCAGO, ILL.

GRANT 91-17-71-17

JAMES P. SMITH, DOCTORAL CANDIDATE; DR. H. GREGG LEWIS, SPONSOR, DEPARTMENT OF ECONOMICS

HOURS OF WORK: AN EMPIRICAL STUDY OF THE ALLOCATION OF HUMAN TIME IN A LIFETIME CONTENT

This study examines determinants of the allocation of time of adult family members between employment and household activities. The framework of a life-cycle model developed by other researchers is being extended to study the context of husbands' and wives' decisions about hours of work. Data for married persons from the 1966–67 Survey of Economic Opportunity are being used in the analysis.

Completion is scheduled for December 1971.

1.5.21 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

GRANT 91-17-71-22

PAUL F. SALIPANTE, JR., DOCTORAL CANDIDATE; DR. PAUL S. GOODMAN, SPONSOR, GRADUATE SCHOOL OF BUSINESS

COMPANY PROGRAMS TO TRAIN THE DISADVANTAGED: THE IMPACT OF COMPANY FACTORS ON TRAINEES

This project examines different characteristics of companies and their training programs and relates this to the job performance, turnover, and absenteeism of disadvantaged trainees and to the characteristics of the training group.

A sample of 100 training programs has been selected from a cross-section of firms in 5 cities which participate in the Job Opportunities in the Business Sector (JOBS) Program. Information on job characteristics, work behavior, and the characteristics of the training programs and the training groups is being collected in interviews with program teachers and directors and from questionnaire returns from the trainees' foremen. Recent growth and profit trends and other background data on the firms are being collected from published sources.

Completion is scheduled for December 1971.

1.5.22 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

GRANT 91-17-71-37

LUTAF DHANIDINA, DOCTORAL CANDIDATE; DR. J. ALLAN THOMAS, SPONSOR, DEPARTMENT OF ECONOMICS

ECONOMICS OF DELAYED HIGH SCHOOL COMPLETION

For a sample of men working toward the high school equivalency certificate in the Cook County, Ill., public school system, this study attempts to evaluate the costs and expected returns of training relative to the experience of high school dropouts and graduates who do not continue their education. Information on training costs, demographic characteristics, family background, employment and educational experience, and on occupational and earnings expectations is being derived from interviews with the enrollees and compared with available information on high school graduates and dropouts. Data on the overall costs of providing a high school completion program are being requested from school administrators.

Completion is scheduled for April 1972.

1.5.23 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

GRANT 91–17–71–48

CLARENCE ROBERT TYSON, DOCTORAL CANDIDATE; DR. JOHN F. BURTON, JR., SPONSOR, GRADUATE SCHOOL OF BUSINESS

THE DEVELOPMENT OF "HOMETOWN PLANS" FOR INCREASING MINORITY EMPLOYMENT IN THE CONSTRUCTION INDUSTRY OF SELECTED U.S. CITIES

This project traces the development in the construction industry of "hometown plans"—a strategy of voluntary affirmative action by contractors, unions, and local minority groups to increase minority representation in the building trades. It addresses such questions as: Why do some cities adopt hometown plans while others do not? Is adoption affected by the size, minority population, level of construction activity, and other structural characteristics of a city and its labor market? By whom and through what processes are negotiations to develop a plan begun? How do the three parties resolve conflicts and what are the substantive issues in negotiations and in the provisions of the agreement? What are the problems in implementing the agreement?

The analysis is based on a sample of 58 cities which have either approved, begun negotiations on, or tried and failed to develop a hometown plan and of 40 cities designated as targets for affirmative action where negotiations have not yet begun. Information on the structural characteristics of the cities is being collected from Federal sources. Information on the bargaining is being collected from newspapers and other publications; in interviews with community leaders, contractors, and union spokesmen in a subsample of the cities; and through questionnaires sent to the principals in all target cities. Copies of hometown plans are being supplied by the Office of Federal Contract Compliance.

Completion is scheduled for June 1972.

1.5.24 UNIVERSITY OF COLORADO
BOULDER, COLO.

GRANT 91–06–70–38

JAMES C. HOWELL, DOCTORAL CANDIDATE; DR. DELBERT S. ELLIOTT, SPONSOR, DEPARTMENT OF SOCIOLOGY

A COMPARATIVE STUDY OF THE USE OF COMMUNITY VOLUNTEERS AND PROBATION OFFICERS AS COUNSELORS OF JUVENILE DELINQUENTS ON PROBATION

This study is comparing the effectiveness of probation officers and volunteers in counseling juvenile probationers, to identify those features of both types of counseling which facilitate the rehabilitation of delinquents and to ascertain what types of probationers are most amenable to each type of counseling. Measures of adjustment in school, family, and community settings are being obtained for two groups of 20 youth who are receiving each type of counseling in Adams County, Colo., and who are matched on the basis of age, offense record, socioeconomic status, minority group membership, and length of probation. Probationers and counselors in both groups are being examined regarding their attitudes toward authority, their view of the world, and their self-concept.

Completion is scheduled for September 1971.

1.5.25 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANTS 91–34–68–28 AND 91–34–69–18

MARJORIE HANSON HONIG, DOCTORAL CANDIDATE; DR. GARY S. BECKER, SPONSOR, DEPARTMENT OF ECONOMICS

THE EFFECT OF WELFARE PAYMENTS ON LABOR FORCE PARTICIPATION

This study is testing the theory that labor force participation rates of low-income groups decline as the adequacy of welfare programs increases. It explores the relationship between census employment-related data for residents of low-income census tracts in standard metropolitan statistical areas and State data on Aid to Families with Dependent Children. This program offers a fairly clear choice between work and welfare; most of the adult recipients are able-bodied, and welfare rules in the States where most of them live had cost them a dollar of benefits for every dollar earned before some earnings became exempt under the 1967 amendments to the Social Security Act.

Completion is scheduled for July 1971.

1.5.26 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91–34–69–11 and 91–34–70–45

Deborah S. David, Doctoral Candidate; Dr. Paul F. Lazarsfeld, Sponsor, Bureau of Applied Social Research

Career Patterns and Values: A Study of Men and Women in Scientific, Professional, and Technical Occupations

This study attempts to pinpoint differences in the career patterns of men and women by comparing such variables as fields of specialization, income, current job activities, occupational qualifications, hours worked per week, and weeks worked per year. The study is also considering how age and sex differences in occupational values affect men's and women's career patterns. Data from the 1962 postcensal survey of scientific, professional, and technical manpower are being used to analyze differences within broad occupational groups as well as among specific occupations.

Completion is scheduled for September 1971.

1.5.27 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91–34–69–50 and 91–34–70–63

Margit A. Johansson, Doctoral Candidate; Dr. Allen H. Barton, Sponsor, Bureau of Applied Social Research

The Differential Effects of Reduced Research Funding on University Scientists

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and school records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, non-faculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? and (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

Completion is scheduled for July 1971.

1.5.28 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91–34–70–06

Richard H. P. Mendes, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

A Study of the Social Service Employees Union of the New York City Department of Social Services

Assuming that one cause of dissatisfaction and attrition among social workers is a gap between their commitment and their opportunities to serve, this researcher is exploring whether improving extrinsic rewards (salaries, pensions, job security) through unionization reduces social workers' dissatisfaction with the intrinsic aspects of work. Information is being collected through interviews with leaders of two unions whose membership includes professional personnel from the New York City Department of Social Services, with department administrators, and with city officials, as well as from union and department records and publications. Matters to be investigated include the circumstances of unionization, the unions' policies (particularly regarding the integration of public and self-interests), and their interaction with adversary and supportive groups.

Completion is scheduled for October 1971.

1.5.29 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91–34–70–09

JEFFREY G. REITZ, DOCTORAL CANDIDATE; DR. ROBERT K. MERTON, SPONSOR, DEPARTMENT OF SOCIOLOGY

THE FLIGHT FROM SCIENCE: STUDENT DISILLUSIONMENT WITH CAREERS IN SCIENCE AND ENGINEERING

This study seeks to find out why able students abandon science and engineering. Students who remain in science and engineering and those who do not are being compared with respect to occupational objectives and attitudes, assessments of their own ability, social origins, and the characteristics of their schools. Data collected by the National Opinion Research Center in a survey of a national sample of 41,116 college and university students who graduated in June 1961 are being cross-tabulated and analyzed.

Completion is scheduled for July 1971.

1.5.30 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 91–34–70–10

SHERRY GORELICK, DOCTORAL CANDIDATE; DR. IVAR E. BERG, SPONSOR, GRADUATE SCHOOL OF BUSINESS

INCENTIVES AND OBSTACLES TO MANAGEMENT HIRING OF THE DISADVANTAGED

This study is analyzing the relationship between black-white income differentials and employer hiring policies in different labor markets to discover the conditions under which managements are most motivated to pursue those policies that are conducive to the equalization of income between blacks and whites.

It is testing the proposition that the maintenance of highly selective screening processes for high-level, high-paying jobs exaggerates income differences between low- and high-level jobs and inflates the labor pool for low-level jobs by keeping most applicants "unqualified" for high-level jobs. Analysis at the macro level is based on statistics from Government sources (such as the census and Special Labor Force Reports). At the level of the firm, data are being collected through interview from a matched sample of firms (which do or do not engage in programs designed to employ disadvantaged workers) in a few cities selected according to labor market conditions and work force composition.

Completion is scheduled for February 1972.

1.5.31 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 91–34–70–27

DONALD FELDSTEIN, DOCTORAL CANDIDATE; DR. RUSSELL A. NIXON, SPONSOR, SCHOOL OF SOCIAL WORK

A CREDENTIAL IS WAIVED: THE EXPERIENCE OF COLLEGE STUDENTS WHO HAVE NOT COMPLETED HIGH SCHOOL

This study is testing the validity of the high school diploma as a credential for higher education by comparing the academic performances of high school graduates and nongraduates enrolled in California community colleges. If the two groups perform at essentially the same level, it is postulated, then the nongraduates are capable of pursuing the higher education required for entry into professional careers in the service industries without lowering the present standards of these professions.

For a sample of students in five community colleges, information is being obtained from college records on major field of study, standard entrance examination grade, grade point average, class grades, age, sex and, where available, veteran's status, family income, race or ethnic background, and economic class of residence area.

Completion is scheduled for February 1972.

1.5.32 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 91–34–70–39

JOSEPH H. BALL, DOCTORAL CANDIDATE; DR. JAMES S. YOUNG, SPONSOR, DEPARTMENT OF POLITICAL SCIENCE

THE ADMINISTRATION OF FEDERAL MANPOWER PROGRAMS IN NEW YORK STATE: A STUDY IN FEDERAL-STATE-LOCAL RELATIONS, PROGRAM COORDINATION, AND PROGRAM PLANNING

This study is analyzing interagency relations in operating Federal manpower programs in New York City and New York State. Coordination patterns and program planning arrangements are being examined for the Cooperative Area Manpower Planning System, the Concentrated Employment Program, institutional and on-the-job training programs under the Manpower Development and Training Act, vocational education, and vocational rehabilitation. Special attention is being given to the role of the State and the local employment service in administrative relationships. Data are being collected from publications; Federal, State, and local agency documents and guidelines; and interviews with agency administrators and academic specialists in the manpower field.

Completion is scheduled for July 1971.

1.5.33 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-43

Robert D. Reischauer, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

The Impact of the Aid to Families with Dependent Children (AFDC) Program on Marital Stability, Mobility, and Fertility

This study is investigating current theories of migration and marriage, adapting these theories to the low-income population, and incorporating the incentives inherent in the welfare system into an analysis of its effects on the structure and migration behavior of poor families. It also seeks to determine if recent modifications of Aid to Families with Dependent Children have alleviated any of the destabilizing effects of the program. The modified theories are being tested empirically, using data from the Commerce Department's 1960 census, the Survey of Economic Opportunity, and *County Business Patterns.*

Completion is scheduled for July 1971.

1.5.34 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-62

Harriet Zellner, Doctoral Candidate; Dr. Jacob Mincer, Sponsor, Department of Economics

An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of the Bureau of the Census, Departments of Labor and of Health, Education, and Welfare, and the National Industrial Conference Board.

Completion is scheduled for July 1971.

1.5.35 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-23

Eric W. Single, Doctoral Candidate; Dr. Allan A. Silver, Sponsor, Department of Sociology

Garnishment: Its Impact Upon Industry and Upon Default Debtors

This project investigates the consequences of garnishment for industry and indebted workers and the reasons why some consumers become entangled in debt problems. It is utilizing data from three questionnaire surveys: (1) An ongoing study of 1,333 defendants in law suits stemming from consumer credit transactions in 4 major cities; (2) a 1964 attitudinal survey of residents of working-class neighborhoods in Chicago and Detroit which included items on credit use and level of indebtedness; and (3) a 1968 survey of wage garnishment and wage assignment practices in 1,500 manufacturing firms.

The analysis will focus on States and types of firms having the highest garnishment rates; the occupational levels of garnished employees; the relationship of garnishment to size of community and other locational variables; the effects of garnishment on debtors' health, careers, and marriages; the causes of breakdowns in credit transactions; the costs of garnishment to employers in dollars and man-hours; and employer attitudes toward garnishment.

Completion is scheduled for December 1971.

1.5.36 CORNELL UNIVERSITY
ITHACA, N.Y.

GRANT 91–34–68–12

ALLAN D. SPRITZER, DOCTORAL CANDIDATE; DR. FELICIAN F. FOLTMAN, SPONSOR, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

TRADE UNION SPONSORED PROGRAMS OF OCCUPATIONAL TRAINING IN THE U.S. MARITIME INDUSTRY

This study explores the nature, scope, and results of trade union sponsored programs of occupational training, retraining, and upgrading in the U.S. offshore shipping industry, in an attempt to develop measures of success for these programs.

The objectives, procedures, and results of five union conducted training programs are being studied in interviews with officials connected with those programs. Interviews are also being conducted with officials of other maritime unions which have either less extensive training programs or none at all. Union and Coast Guard records on personal and employment characteristics of current trainees and training program graduates are being supplemented by interviews or mail questionnaires. Shipping employers and government officials are also being interviewed to develop additional criteria of program effectiveness.

Completion is scheduled for July 1971.

1.5.37 CORNELL UNIVERSITY
ITHACA, N.Y.

GRANT 91–34–69–67

ROSS E. AZEVEDO, DOCTORAL CANDIDATE; DR. N. ARNOLD TOLLES, SPONSOR, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

THE LABOR MARKET FOR SCIENTIFIC PERSONNEL: THE PROBLEM OF ALLOCATION AND EFFICIENCY

This study is describing the allocative function of the labor market for scientists and engineers and evaluating the efficiency with which this market operates. It seeks information on the role of employers, employees, and employment services in the processes by which scientists find their initial and subsequent professional jobs. Information is being obtained through interviews and questionnaires with approximately 30 employers in the New York-New England area; numerous engineers, physicists, chemists, and mathematicians; and seven college placement services and four public employment agencies. In addition, data available from government and professional associations are being used.

Completion is scheduled for July 1971.

1.5.38 DUKE UNIVERSITY
DURHAM, N.C.

GRANT 91–35–68–15

NORVILLE DAVID CROWDER, DOCTORAL CANDIDATE; DR. JOEL SMITH, SPONSOR, DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

THE SOCIOECONOMIC ASSIMILATION OF SOUTHERN BORN MIGRANTS TO OTHER REGIONS

This study is attempting to depict the effects of early life experiences in the South on job market participation of migrants from that region. Comparisons of income, education, and occupational prestige are being made for four groups: (1) Migrants born and educated in the South who now live in another region (for example, the Northeast); (2) migrants born in the South and educated elsewhere, now living in the Northeast; (3) native born, nonsouthern educated residents of the Northeast; and (4) migrants to the Northeast who were born and educated in regions other than the South. The primary source is *Accuracy of Data on Population Characteristics as Measured by Reinterviews*, prepared by the Bureau of the Census in 1964.

Completion is scheduled for December 1971.

1.5.39 THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

GRANT 91–12–71–53

GERALDINE B. TERRY, DOCTORAL CANDIDATE; DR.

CHARLES B. NAM, SPONSOR, DEPARTMENT OF SOCIOLOGY

THE INTERRELATIONSHIP BETWEEN FEMALE EMPLOYMENT AND FERTILITY

This research investigates the influence of number of children, spacing of births, and expected family size on the duration and type of employment among women. It is analyzing the work-fertility relationship over time, taking into account the wife's perception of "woman's role"; her educational attainment, age at marriage, and religious background; family socioeconomic status (measured by husband's occupation); and pattern of decisionmaking between husband and wife.

The project utilizes data collected in four surveys: (1) The Growth of American Families Study, conducted at the University of Wisconsin; (2) the Princeton Fertility Study; (3) Brown University's Rhode Island Health Survey; and (4) a longitudinal survey of the labor force undertaken at The Ohio State University (see 1.1.31).

Completion is scheduled for July 1972.

1.5.40 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

GRANT 91-11-71-20

LOWELL M. GLENN, DOCTORAL CANDIDATE; DR. GARTH L. MANGUM, SPONSOR, DEPARTMENT OF ECONOMICS

PUBLIC SERVICE EMPLOYMENT FOR THE DISADVANTAGED

This project traces the development of public service employment activities in an attempt to determine the prospects for success and the practical administrative and operational difficulties likely to be encountered in implementing a full-scale public service employment program. Lessons emerging from Western European manpower policies and from work programs in the United States during the 1930's and during the 1960's are being studied for such issues as the appropriate roles of the public and private sectors in relief, income maintenance, and other manpower programs; the potential for suitable jobs in Federal, State, and local governments; and procedures for obtaining social, cultural, and political support to initiate and maintain a comprehensive public service employment program.

The researcher is gathering information from published sources and in interviews with manpower scholars, officials, and policymakers.

Completion is scheduled for December 1971.

1.5.41 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANTS 91-23-67-42, 91-23-69-06, AND 91-23-69-42

ALEXANDER KORNS, DOCTORAL CANDIDATE; DR. JOHN T. DUNLOP, SPONSOR, DEPARTMENT OF ECONOMICS

THE EFFECTS OF UNEMPLOYMENT AND INFLATION ON INCOME DISTRIBUTION IN THE UNITED STATES

This study is examining the impact of changes in unemployment and inflation on the distribution of income; specifically, the redistributive effects of a 1-percentage point increase in the rate of inflation and of a 1-percentage point decline in the unemployment rate. Data are being drawn from estate tax records and a number of government sponsored or conducted surveys of consumer finances, prices, and labor force behavior. Two factors are being studied for increases in inflation as measured by the Consumer Price Index: (1) The transfer of wealth from creditors to debtors; and (2) the lag in wages and other remuneration during inflationary periods. Three redistributive effects of changes in unemployment are being considered: (1) Wage losses suffered by persons who lose their jobs; (2) losses in the earnings of factors of production, especially capital; and (3) changes in wage rates.

Completion is scheduled by June 1972.

1.5.42 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANT 91-23-70-24

SAMUEL A. REA, JR., DOCTORAL CANDIDATE; DR. JOHN T. DUNLOP, SPONSOR, DEPARTMENT OF ECONOMICS

THE SUPPLY OF LABOR AND THE INCENTIVE EFFECT OF INCOME MAINTENANCE PROGRAMS

This study is concerned with the impact on the labor supply of adult men of public assistance, social security, federally subsidized medical care or education, income maintenance programs, and other antipoverty programs which may affect work incentives. The investigator is using microeconomic data with individuals as the units of observation (March 1967 Current Population Survey). Utility theory and regression techniques are being used to derive a labor supply function for adult men.

Completion is scheduled for September 1971.

1.5.43 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANT 91–23–70–60

NANCY S. NETTING, DOCTORAL CANDIDATE; DR. NATHAN GLAZER, SPONSOR, DEPARTMENT OF SOCIAL RELATIONS

CAREERS OF UPWARD BOUND ALUMNI

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential, who enter the program as high school sophomores.

The prospective sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher will trace their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound; and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

Completion is scheduled for July 1971.

1.5.44 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANT 91–25–71–08

JOHN L. AKULA, DOCTORAL CANDIDATE; DR. TALCOTT PARSONS, SPONSOR, DEPARTMENT OF SOCIOLOGY

TRENDS IN THE RACIAL DISTRIBUTION OF INCOME, 1940–1970

This project is constructing a set of social indicators concerning the racial distribution of income for each of the 50 States. Cross-section and time-series data on 4,000 variables are being assembled and analyzed.

The researcher will assess: (1) The effects of black political mobilization on income distribution; (2) the relative benefits to lower-income and higher-income blacks of an improved legal climate or increased economic growth; (3) the impact on racism of economic modernization and the economic mobilization of blacks; and (4) the influence upon racial stratification of political party competitiveness, levels of political participation, degree of political mobilization among explicitly racist groups, and other characteristics of each State's political system.

Completion is scheduled for September 1971.

1.5.45 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

GRANT 91–25–71–24

FRANCINE BLAU WEISSKOFF, DOCTORAL CANDIDATE; DR. PETER DOERINGER, SPONSOR, DEPARTMENT OF ECONOMICS

PAY DIFFERENTIALS AND DIFFERENCES IN THE DISTRIBUTION OF EMPLOYMENT OF FEMALE AND MALE OFFICE WORKERS

This analysis of the employment patterns and earnings of women is to: (1) Construct a model of wage determination to assess inter-firm and intra-occupational sex differences in pay in the light of supply and demand conditions of local labor markets, industry, scheduled weekly hours, size of establishment, unionization, and percentage of female office workers within each firm, as reported by the Bureau of Labor Statistics for 15 major Northeastern cities; and (2) apply the model to data obtained from 15 New Haven employers.

Completion is scheduled for December 1971.

1.5.46 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-49

William R. Buechner, Doctoral Candidate; Dr. Wassily W. Leontief, Sponsor, Department of Economics

An Analysis of the Effects of Technological Change on the Occupational Distribution, Job Content, and Training Requirements of the Labor Force, 1950-1960, and 1985

This project considers the current and projected impact of technological trends on the occupational composition of the labor force and on job quality, content, and training requirements. An input-output model is being constructed in which inputs for each industry are disaggregated by occupational group and related to: (1) The level and industrial composition of consumer demand; and (2) the production techniques of the industry.

The study utilizes input-output and final demand data collected for the Harvard Economic Research Project and occupational data from the Bureau of the Census and the Bureau of Labor Statistics.

Completion is scheduled for September 1971.

1.5.47 UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91-15-69-51

Roger D. Roderick, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Institute of Labor and Industrial Relations

An Organizational Analysis of the Hiring of Engineers

This study applies organization theory to private firms' recruitment and hiring of engineers. It traces firms' development and implementation of hiring goals and recruitment procedures, their adaptation to a short supply of engineers, and their adjustment of future recruitment policies in light of these adaptations. Interviews are being conducted with the recruitment staff at 20 to 25 engineering firms, primarily those engaged in defense operations and research and development. In addition, questionnaires from a sample of June 1969 engineering graduates are being used to validate the firms' reported recruitment practices.

Completion is scheduled for September 1971.

1.5.48 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-16-68-13

Robert E. Otlewski, Doctoral Candidate; Dr. Taulman A. Miller, Sponsor, Department of Economics

Male Secondary School Teacher Mobility in the State of Indiana

This analysis of the demographic and economic factors which characterize the geographically mobile teacher, his mobility patterns, and the communications channels used by the teacher and hiring official is attempting to formulate policy tools which could affect the pattern and incidence of mobility. For male secondary school teachers, statistics collected by the Indiana Department of Public Instruction for the 5 academic years beginning with 1963-64 will be supplemented by questionnaires to: (1) All those who changed school corporations within Indiana during the period June-September 1967; (2) a sample of those who were immobile during that period; and (3) school superintendents in the State.

Completion is scheduled for June 1972.

1.5.49 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Grant 91-18-71-35

Jack L. Franklin, Doctoral Candidate; Dr. Delbert C. Miller, Sponsor, Department of Sociology

Role Performance and Commitment to Organizational Goals

This study attempts to analyze the nature and strength of the interrelationships among job performance, informal work group affiliations, job satisfaction, and willingness of the worker to support his employer's objectives and rules.

Two types of organizations with 100 or more employees are being studied: (1) Three that gain commitment primarily through normative power, such as churches, hospitals, universities, and professional agencies; and (2) three that gain commitment through remunerative power, such as blue-collar and white-collar industries and peacetime military systems. Employer records are being used to compile a list of 240 job descriptions and to obtain background data on the incumbents, and interviews are being conducted with employees and supervisors to obtain measures of commitment, job satisfaction, informal group affiliations, job performance, and promotion potential.

Completion is scheduled for March 1972.

1.5.50 UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

GRANT 91–22–70–33

WILLIAM B. CLATANOFF, JR., DOCTORAL CANDIDATE; DR. PAUL A. WEINSTEIN, SPONSOR, DEPARTMENT OF ECONOMICS

THE UTILIZATION OF MILITARY HUMAN CAPITAL BY NON-CAREER VETERANS OF THE U.S. NAVY

This study is analyzing those variables in military training and experience that lead the veteran to transfer successfully his military skills to civilian jobs and to exercise his new options for further education and training. Using a sample of 1,084 Navy veterans, the study is also exploring whether the use of service-acquired skills increases veterans' civilian earnings, whether military service enlarges educational and employment horizons more for the less advantaged enlistee, and whether the veterans' net gain (or loss) from military service differs between urban and rural areas.

Data sources include questionnaire returns from a recent survey of military training conducted at the University of Maryland, veterans' records from the Navy Master Inactive Reserve Tape, and county-city data tapes prepared by the Department of Commerce.

Completion is scheduled for July 1971.

1.5.51 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GRANT 91–23–70–11

IRA JAY MILLER, DOCTORAL CANDIDATE; DR. ROBERT M. SOLOW, SPONSOR, DEPARTMENT OF ECONOMICS

IMPLICATIONS OF THE PHILLIPS CURVE TRADE-OFF FOR MINORITY INCOME AND EMPLOYMENT

This study seeks to ascertain the magnitude and nature of the impact of various levels of economic activity on black economic welfare. The analysis is exploring the trade-offs between unemployment and the black/white income ratio and between inflation and the income ratio. Sources of data include the Current Population Surveys of the Bureau of the Census, the 1960 census, *Employment and Earnings*, the *Manpower Report(s) of the President*, and studies of urban employment by the Bureau of Labor Statistics. Basic components of the analysis include—in addition to data on unemployment and various forms of incomes—measures of labor force participation, multiple job holding, hours of work, labor turnover, and wage rates.

Completion is scheduled for September 1971.

1.5.52 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GRANT 91–25–71–14

ANDREW M. SUM, DOCTORAL CANDIDATE; DR. CHARLES A. MYERS, SPONSOR, DEPARTMENT OF ECONOMICS

MANPOWER TRAINING PROGRAMS FOR WOMEN AND THEIR INTERACTION WITH THE LOCAL LABOR MARKET IN BOSTON

This study considers the relationship of occupations *the women are trained for under federally sponsored* programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It is also comparing trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations, and turnover is being examined in the context of the female occupational and wage structures, and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training programs and the Concentrated Employment Program. The researcher is also interviewing 20 to 25 employers who hire women in the training occupations for information on the demand side of the market.

Completion is scheduled for October 1971.

1.5.53 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GRANT 91–25–71–19

JONATHAN RHYS KESSELMAN, DOCTORAL CANDIDATE; DR. ROBERT M. SOLOW, SPONSOR, DEPARTMENT OF ECONOMICS

THE IMPACT OF FISCAL REDISTRIBUTIVE POLICIES ON THE SUPPLY OF LABOR: SIX ESSAYS IN THEORY AND DESIGN

This research marshals economic theory in the consideration of the effects on the supply of labor of various fiscal redistributive policies. The series of essays being developed in this project should provide a theoretical groundwork for the design and analysis of income redistribution plans. Subjects to be covered include: (1) Wage subsidies, overtime subsidies, and other innovative schemes; (2) income-leisure preferences and income-induced changes in taste; and (3) the implications of interregional labor migration for income subsidy plans.

Completion is scheduled for December 1971.

1.5.54 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

GRANT 91–24–69–12

NANCY B. TUMA, DOCTORAL CANDIDATE; DR. THOMAS L. CONNER, SPONSOR, DEPARTMENT OF SOCIOLOGY

PROBABILITY MODEL OF CHANGE OF EMPLOYMENT OF MEXICAN AMERICANS

This study is developing a probability model to describe changes of employment (that is, frequency of job changes, farm to industrial employment, or vice-versa) among male Mexican American heads of households. Job histories of 624 Mexican American migratory farmworkers collected in an earlier study (see 2.1.04) are being analyzed to ascertain the predictive value of such factors as socioeconomic mobility, geographic mobility, and frequency of migration.

Completion is scheduled for July 1971.

1.5.55 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

GRANT 91–24–69–25

JERRY N. JUDY, DOCTORAL CANDIDATE; DR. GRAFTON D. TROUT, SPONSOR, DEPARTMENT OF SOCIOLOGY

OCCUPATIONAL SPECIALIZATION, CHAIN MIGRATION, AND THE ASSIMILATION OF MEXICAN AMERICANS INTO MICHIGAN COMMUNITIES

This study is examining the history of occupational adjustment of migratory Mexican American farmworkers who have settled in four Michigan towns, using data from an earlier study (see 2.1.04), supplemented by interviews with persons familiar with the historical patterns of Mexican American settlement in the communities, employers, and persons involved in helping newcomers find employment. The study explores the hypothesis that recent Mexican American settlers, especially those who came to join relatives in the same community, usually seek and find jobs in those occupations in which earlier Mexican American settlers have been employed.

Completion is scheduled for December 1971.

1.5.56 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91–24–70–14

BERNARD A. BAST, DOCTORAL CANDIDATE; DR. GERALDINE T. SCHOLL, SPONSOR, PSYCHOLOGY DEPARTMENT

A PREDICTIVE STUDY OF EMPLOYABILITY AMONG THE VISUALLY IMPAIRED WITH THE CALIFORNIA PSYCHOLOGICAL INVENTORY

This study has two objectives: To help standardize the California Psychological Inventory (CPI), an instrument for measuring employment-related personality attributes, for a visually impaired population; and to develop a tool for use with the CPI in assessing the job readiness of visually impaired persons. The CPI is being administered to, and information on employment background and qualifications is being obtained from, 100 employable, visually impaired men and women, identified through Michigan community agencies for the blind. The personal data and the test scores will be used to develop a tool for predicting job readiness. The validity of the tool will then be tested by using it to predict the current employment status of a smaller group of visually impaired persons who took the CPI between January 1968 and June 1968 and checking the results against their actual employment status.

Completion is scheduled for July 1971.

1.5.57 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

GRANT 91–24–70–50

ELIZABETH ANN ROTHMAN, DOCTORAL CANDIDATE; DR. MALCOLM S. COHEN, SPONSOR, DEPARTMENT OF ECONOMICS

TIME PATTERNS OF ADJUSTMENT IN LABOR FORCE BEHAVIOR

This study is analyzing the determinants of changes in labor force behavior among residents of poverty and nonpoverty areas, with particular attention to the possibility that longer-term slum residents are more likely to be engaged in the irregular economy than new arrivals and may therefore have lower rates of labor force participation. Factors to which labor force behavior will be related include personal characteristics, length of residence in the area, economic characteristics of the type of labor market in which the individual originated, current source of income, and participation in job training programs. The study consists of cross-section analyses of data for three separate groups of 7,000 individuals each residing in the Concentrated Employment Program (CEP) areas of New York City, the non-CEP areas of Detroit, and the non-CEP areas of Atlanta. The main source of data is the 1969 Urban Employment Survey by the Bureau of Labor Statistics. Other data are being obtained from *County Business Patterns* and the Current Population Survey, by the Department of Commerce, and from State welfare agency records.

Completion is scheduled for October 1971.

1.5.58 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

GRANT 91–24–70–51

BARRY BLUESTONE, DOCTORAL CANDIDATE; DR. MALCOLM S. COHEN, SPONSOR, DEPARTMENT OF ECONOMICS

WAGE RATE DETERMINANTS OF THE WORKING POOR

This study of low-income workers—particularly those with full-time, year-round employment—is investigating the extent to which their wage rates reflect individual capability as opposed to their race, sex, geographical location, or industry affiliation. Wage determination models are to be tested using data from a recently completed project by the University's Institute of Labor and Industrial Relations which merges the results of the 1967 Survey of Economic Opportunity (SEO) with information from several other Federal surveys to produce a comprehensive set of detailed data on the characteristics of the regions, industries, and individuals in the SEO sample.

Completion is scheduled for October 1971.

1.5.59 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

GRANT 91–24–70–56

DON K. HARRISON, DOCTORAL CANDIDATE; DR. GARRY

WALZ AND DR. GERALD GURIN, SPONSORS, DEPARTMENT OF COUNSELING AND GUIDANCE

IMPLICATIONS OF SIMILARITY-DISSIMILARITY IN COUNSELOR-COUNSELEE ETHNIC MATCH AND ITS RELEVANCE TO GOAL BEHAVIORS OF JOB TRAINEES

This study is investigating the conditions under which it may be important for black trainees to have black counselors of similar socioeconomic status and what effects the counselor's race may have on the trainees' achievement of training goals. Assumptions to be tested include: (1) Trainees' attitudes toward the race of the counselor will vary with their age, sex, education, and prior contact with whites; (2) trainees assigned to white counselors will achieve less in training if they start with a negative attitude toward white counselors than if their attitude is more positive; and (3) trainees' attitudes and achievements will be affected by the racial composition of the program's administrators and by the staff's attitudes toward working with disadvantaged trainees.

The sample consists of 40 black trainees and two white and two black counselors (with a professional and a paraprofessional of each color) from each of four training programs (MDTA Skills Center, Work Incentive Program, Concentrated Employment Program, and Job Opportunities in the Business Sector Program) in the Detroit-Toledo and/or Los Angeles areas. Before the start of training, trainees are being interviewed and rated on racial attitudes and on their probability of achieving the program's standards such as attendance and improvements in skill and education. A parallel attitude scale is being administered in interviews with counselors and biographical data on counselors and trainees are being collected during these interviews and from agency records. At the end of the program, the attitude measure will be readministered to trainees, and counselors and trainees will be interviewed to secure information on the trainees' achievements.

Completion is scheduled for September 1971.

1.5.60 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-24-70-57

JOSEPH KATAN, DOCTORAL CANDIDATE; DR. IRWIN EPSTEIN, SPONSOR, SCHOOL OF SOCIAL WORK

THE INTERRELATIONSHIPS BETWEEN THE INDIGENOUS NONPROFESSIONALS, THE PROFESSIONALS AND THE ORGANIZATION IN HUMAN SERVICE ORGANIZATIONS

This study of disadvantaged workers employed in nonprofessional positions created specifically for them explores the factors which facilitate or impede their integration into, and determine their impact on, the structure and operation of the employing agency. In addition, the study examines the nonprofessional employee's interaction with professional staff members, the effects of interaction on existing professional functions and on the nonprofessional's role, and the characteristics of both groups.

After interviews with directors of all human service organizations in Michigan's Wayne and Washtenaw counties that employ indigenous workers as nonprofessionals, the researcher will select six agencies for intensive analysis. In these agencies, data will be gathered through extended interviews with agency directors, questionnaires to employees, observation, and inspection of agency records.

Completion is scheduled for August 1971.

1.5.61 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-26-71-16

MARY HUFF STEVENSON, DOCTORAL CANDIDATE; DR. DANIEL R. FUSFELD, SPONSOR, DEPARTMENT OF ECONOMICS

THE DETERMINANTS OF LOW WAGES FOR WOMEN WORKERS

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It will also describe the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis will be based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other Government sources to show the industry, occupation, and area of residence of the survey sample.

Completion is scheduled for December 1971.

1.5.62 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-26-71-21

TERESA ELLEN LEVITIN, DOCTORAL CANDIDATE; DR. JOSEPH VEROFF, SPONSOR, INSTITUTE FOR SOCIAL RESEARCH

PRE-EMPLOYMENT TRAINING: A SOCIAL PYCHOLOGICAL STUDY OF MOTIVATION AMONG DISADVANTAGED WORKERS

For disadvantaged workers in training and job settings, this study attempts to: (1) Determine how different motivational patterns lead to different attitudes and behavior; (2) predict the outcome of various motive/situation combinations; and (3) assess a company's training program and entry-level jobs in terms of the opportunities they provide for motive gratification. Its conceptual framework is the dynamics of effectance motivation—the motivation to have a desired impact on one's environment—and its components, achievement and power motivation.

Data on motivations and behavior from a larger study (see 2.2.06) of 293 disadvantaged Negro men hired in entry-level jobs or as trainees by a large manufacturer are being used for this analysis. Supplementary data are being obtained from the training program staff concerning the content and emphasis of the classes.

Completion is scheduled for December 1971.

1.5.63 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-26-71-46

ROBERT LYMAN HUBBARD, DOCTORAL CANDIDATE; DR. JOSEPH VEROFF, SPONSOR, SURVEY RESEARCH CENTER

FUTURE ORIENTATION AND EXPECTATIONS AS PREDICTORS OF EMPLOYMENT SUCCESS

This project builds on an ongoing study of the influence of achievement motivation on trainees' job success (see 1.6.17) whose preliminary findings suggest that motivation is affected by labor market conditions at the time of appraisal and the individual's general orientation to the future. It addresses such questions as: What factors affect trainees' expectations? What causes these expectations to change? How do future orientation and expectations function as predictors of job success?

Job histories and measures of motivation and expectations for approximately 150 trainees from the other study are being used in this project.

Completion is scheduled for June 1972.

1.5.64 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-26-71-47

BARBARA NELL CARTER, DOCTORAL CANDIDATE; DR. HOWARD SCHUMAN, SPONSOR, DEPARTMENT OF SOCIOLOGY

INSTITUTIONAL RACISM: FORMS OF DISCRIMINATION IN MERIT AND NON-MERIT HIRING AND PROMOTION

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience; and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable supplies of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of 3 categories: Policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

Completion is scheduled for September 1972.

1.5.65 NEW YORK UNIVERSITY
NEW YORK, N.Y.

GRANTS 91-34-66-18 AND 91-34-67-28

WARREN MINTZ, DOCTORAL CANDIDATE; DR. SIDNEY ARONSON, SPONSOR, DEPARTMENT OF SOCIOLOGY

A STUDY OF VARIABLES INVOLVED IN THE SUCCESSFUL ADAPTATION OF AGRICULTURAL MIGRANT FAMILIES

This study examines the mechanisms by which successful migrant family units are organized. The investigator is acting as a participant-observer in order to collect data on intra-family relationships and on the relation of the family to the social and economic communities in which it finds work.

Completion is scheduled by June 1972.

1.5.66 NEW YORK UNIVERSITY
NEW YORK, N.Y.

GRANT 91-36-71-12

OLIVIA P. FROST, DOCTORAL CANDIDATE; DR. DAN W. DODSON, SPONSOR, CENTER FOR HUMAN RELATIONS AND COMMUNITY STUDIES

THE EFFECT OF NONINSTITUTIONAL TRAINING ON THE OCCUPATIONAL ATTITUDES AND ASPIRATIONS OF DISADVANTAGED YOUNG NEGROES

This study of a program of training for better jobs is assessing whether the participants acquire the expectations, attitudes, and behavior that are associated with upward mobility. In the program, the American Federation of State, County, and Municipal Employees in New York City offers members counseling, education aimed at enabling the enrollee to obtain a high school equivalency certificate, and a training curriculum geared to existing jobs and using materials from industry. Thirty black men between the ages of 21 and 35 who participate in the program and a matched group of 30 who are not enrolled will be tested and interviewed before and after the training period.

Completion is scheduled for September 1971.

1.5.67 NEW YORK UNIVERSITY
NEW YORK, N.Y.

GRANT 91-36-71-13

JOHN ROBERTSON MORSE, DOCTORAL CANDIDATE; DR. RONALD D. CORWIN, SPONSOR, DEPARTMENT OF SOCIOLOGY

OCCUPATIONAL MOBILITY AMONG UNIONIZED CIVIL SERVICE WORKERS IN NEW YORK CITY

This investigation of union strategies for promoting occupational mobility compares the career histories of four membership groups within the New York City Council of the American Federation of State, County, and Municipal Employees: (1) Members who have participated in the union's training programs; (2) members who are in occupations for which credentials have been altered or dropped by the civil service; (3) members who have retired and found new jobs; and (4) members who have received none of these benefits.

Demographic, attitudinal, and work history information is being obtained from questionnaires from a sample of 500 members from each group. The rationale behind the various strategies for increasing career mobility and how it has changed over the years is being explored in interviews with union officials. Information on the civil service system and its responses to the union's strategies is being obtained in interviews with civil service officials.

Completion is scheduled for September 1971.

1.5.68 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 91-15-69-35

ROBERT B. WALLACE, DOCTORAL CANDIDATE; DR. ROBERT EISNER, SPONSOR, DEPARTMENT OF ECONOMICS

THE BENEFITS OF PUBLIC HIGH SCHOOL EDUCATION IN THE UNITED STATES

For students from different socioeconomic backgrounds, this study attempts to measure the increments in achievement and income that are associated with attending various high schools. The analysis seeks to isolate the influence of school, community, and home variables on changes in a student's achievement test scores between the ninth and 12th grades and to relate his school achievement to his earnings 5 years after graduation, taking account of post-high school training and motivational factors. These measures of the high school's contribution to the individual's achievement, and ultimately to his earnings, will quantify differences among groups of students and the schools themselves. Data are being drawn from Project TALENT (a cooperative effort of the U.S. Office of Education, the American Institutes for Research, and the University of Pittsburgh), under which longitudinal information on selected high schools and students has been collected since 1960.

Completion is scheduled for October 1971.

1.5.69 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 91-15-70-45

JUDITH R. BLAU, DOCTORAL CANDIDATE; DR. SCOTT GREER, SPONSOR, SOCIOLOGY DEPARTMENT

THE STRUCTURE OF SCIENTIFIC KNOWLEDGE: A STUDY OF THE DIVISION OF LABOR, COMMUNICATION NETWORKS, AND THE REWARD SYSTEM IN TWO SCIENTIFIC DISCIPLINES

The hypothesis of this study is that three independent social systems individually and jointly affect the quality and quantity of scientific research: (1) The discipline's subspecialities; (2) the discipline as a whole; and (3) the organizational complex in which scientific activities are carried out. The study is attempting to identify those features of the systems which promote communication, individual prestige, and productivity in two disciplines, theoretical high-energy physics and geophysics. Major sources of data are a 1967 survey by the American Institute of Physics which includes 413 theoretical high-energy physicists in the United States and a comparable survey by the Johns Hopkins University which covered 826 American geophysicists. Published materials are being used to analyze the universities and research centers that comprise the third social system.

Completion is scheduled for July 1971.

1.5.70 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

GRANTS 91-37-70-34 AND 91-39-71-34

THRAINN EGGERTSSON, DOCTORAL CANDIDATE; DR. PETER S. BARTH, SPONSOR, DEPARTMENT OF ECONOMICS

A COST-BENEFIT STUDY OF HIGHER EDUCATION RECEIVED UNDER THE WORLD WAR II GI BILL

This study is comparing the economic costs and benefits of higher education received under the GI bill by World War II veterans. Fundamentally, it attempts to measure the economic experience of veterans who took some college education under the GI bill and to estimate what their experience would have been had they not done so. For these analyses, veterans are being grouped by both prewar educational attainments and the type and amount of education received under the GI bill. Costs and benefits to the veterans, to the Government, and to society are being determined. Data sources on costs include publications of the Veterans Administration, the Bureau of the Census, and the Department of Health, Education, and Welfare. Data on benefits are being drawn primarily from three Current Population Surveys of veterans, made by the Bureau of the Census in 1955, 1963, and 1967.

Completion is scheduled for April 1972.

1.5.71 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

GRANT 91-37-70-55

JEANNE W. PRODELL, DOCTORAL CANDIDATE; DR. RACHEL M. HUBBARD, SPONSOR, SCHOOL OF HOME ECONOMICS

A DESCRIPTIVE SURVEY OF PART-TIME EMPLOYMENT IN FOOD SERVICES IN OHIO

This project examines the scope and occupational distribution of part-time employment in food service operations in four major metropolitan areas of Ohio and the characteristics of the part-time workers. Data are being gathered in interviews with the workers and their employers in 10 commercial firms and 10 health-care institutions in each area.

Completion is scheduled for October 1971.

1.5.72 OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION
STILLWATER, OKLA.

GRANT 91-38-70-31

CARL D. PARKER, DOCTORAL CANDIDATE; DR. DAVID W. STEVENS, SPONSOR, DEPARTMENT OF ECONOMICS

THE DETERMINANTS OF HOURS OF WORK OF LOW-INCOME FAMILY UNITS: A STATISTICAL ANALYSIS

In the light of recent concern over building work incentives into proposals for welfare reform, this study is attempting to measure the relationship between work effort (based on hours worked per year) and sources of income, levels of income, and health status among low-income families. Estimates are being derived from an adaptation of a market-nonmarket choice model, using data from the 1967 Survey of Economic Opportunity.

Completion is scheduled for July 1971.

1.5.73 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

GRANT 91-40-70-32

HOWARD W. RISHER, DOCTORAL CANDIDATE; DR. HERBERT R. NORTHRUP, SPONSOR, DEPARTMENT OF INDUSTRY

THE IMPACT OF TECHNOLOGICAL AND OPERATING CHANGES ON THE RAILROAD INDUSTRIAL RELATIONS SYSTEM AND ITS MANPOWER

In this study of adjustment problems faced by management, unions, and workers incident to technological development and attrition in the railroad industry, data from interviews with union and industry personnel and government officials and from case studies of major union-management contracts negotiated since World War II are being analyzed. For comparative purposes, the candidate is compiling a brief, parallel history of developments in air transport.

Completion is scheduled for July 1971.

1.5.74 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

GRANT 91-40-70-54

JEAN C. DARIAN, DOCTORAL CANDIDATE; DR. JOHN D. DURAND, SPONSOR, GRADUATE GROUP IN DEMOGRAPHY

LABOR FORCE PARTICIPATION OF MARRIED WOMEN IN THE UNITED STATES: AN INVESTIGATION OF THE ROLE OF OCCUPATION

This study investigates the extent to which the labor force behavior of married women depends on: (1) Changes in employment opportunities in those occupations affording them a relative advantage; (2) competition from members of the other secondary labor force groups; and (3) the type of work available as well as the availability of work.

The analysis is based on data for married women living with their husbands, from published reports of the Bureau of the Census and Bureau of Labor Statistics, and from the Survey of Economic Opportunity.

Completion is scheduled for September 1971.

1.5.75 PRINCETON UNIVERSITY
PRINCETON, N.J.

GRANT 91-32-66-20

Stanley W. Huff, Doctoral Candidate; Dr. Frederick H. Harbison, Sponsor, Department of Economics

Hiring Practices, Hiring Standards, and Manpower Development Policies of Selected Employing Institutions in Labor Markets With Differing Rates of Unemployment

This study compares recruiting, hiring, and wage policies for selected occupations in high and low unemployment labor markets. Interviews are being conducted with personnel managers, employment service officials, guidance counselors, and union officials in Wheeling, W.Va., and adjoining Steubenville, Ohio-Weirton, W.Va.—the high and low unemployment areas, respectively.

Completion is scheduled for July 1971.

1.5.76 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91–32–69–66

James J. Heckman, Doctoral Candidate; Dr. Albert Rees, Sponsor, Department of Economics

Determinants of Household Labor Force Response to Income and Asset Changes

In order to predict the labor force behavior of married women, this project attempts to relate their labor force participation, by age and race, to: (1) The size and source of income changes in their households; (2) their families' assets and debts; and (3) changes in the level and composition of assets. Household data from the Bureau of Labor Statistics are being used.

Completion is scheduled for July 1971.

1.5.77 PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91–32–70–41

Vernon J. Dixon, Doctoral Candidate; Dr. William J. Baumol, Sponsor, Department of Economics

A Determination of Investment Priorities in Urban Black Communities

In an effort to ascertain the optimal use of resources available to urban black ghettos, this study considers the following investment possibilities: (1) Training unskilled workers for jobs located primarily outside their community; (2) inducing outside firms to relocate or open branch plants in the ghetto; (3) subsidizing resident-owned businesses; or (4) some combination of these possibilities. The relative merits of these investment alternatives are being weighed from the standpoint of the community's specific objectives; i.e., whether it seeks to maximize its share of the gross national product or to increase the level of employment in the area.

The Bedford-Stuyvesant section of Brooklyn, N.Y., which has tried a combination of the three investment possibilities, is the setting for the research. Using data on population trends and labor force participation rates for the area, the researcher is estimating the jobs needed to provide employment for the community's workers. These needs are being compared with estimates of the maximum numbers and costs of employment opportunities that would result from alternative government investments.

Completion is scheduled for February 1972.

1.5.78 UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91–36–71–45

Jonathan E. Garlock, Doctoral Candidate; Dr. Herbert G. Gutman, Sponsor, Department of History

The Producing Classes: Ideology in American Agrarian and Labor Movements, 1866–1896

This project is concerned with the response of unskilled workers to the technological innovations of the late 19th century. It is reassessing and correlating the widely diverse activity in political and reform movements, labor unions, farmers' groups, and experimental producer-consumer cooperatives of that period in an attempt to answer two questions: (1) To what extent were these phenomena different aspects of a coherent response to technological change? and (2) What are their implications for interpreting workers' responses to technology today?

The study draws on the records and journals of farm and labor organizations, reports of State labor bureaus, autobiographies of movement leaders, and other literature of and about the period.

Completion is scheduled for August 1972.

1.5.79 SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

GRANT 91–29–71–50

JOSEPH F. GREER, JR., DOCTORAL CANDIDATE; DR. THOMAS S. MCPARTLAND, SPONSOR, DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

WORK AND THE ORGANIZATION OF LIFE STYLE: IMPLICATIONS FOR JOB RETENTION

This study attempts to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who, after 2 weeks or more of unemployment, apply for work through the N.Y. State Employment Service office in Olean.

As soon as a subject is placed in a job, he and his wife are being asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is being contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

Completion is scheduled for July 1972.

1.5.80 UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

GRANT 91–06–71–25[22]

HERMAN BORENZWEIG, DOCTORAL CANDIDATE; DR. MARTIN WOLINS, SPONSOR, SCHOOL OF SOCIAL WELFARE, UNIVERSITY OF CALIFORNIA, BERKELEY

THE EFFECT OF BECOMING EMPLOYED ON SELF-IMAGE

This study considers how and to what degree training and employment affect the self-concept of the disadvantaged worker. Tests to measure role expectation, self-concept, self-role congruency, and personality are being administered at enrollment and 8 months later to 200 trainees from a San Francisco Bay area Concentrated Employment Program and from the Department of Rehabilitation in Oakland, Calif.

Completion is scheduled for December 1971.

1.5.81 STANFORD UNIVERSITY
STANFORD, CALIF.

GRANT 91–05–70–48

ROBERT S. SMITH, DOCTORAL CANDIDATE; DR. MELVIN W. REDER, SPONSOR, DEPARTMENT OF ECONOMICS

A TIME SERIES ANALYSIS OF THE CYCLICAL BEHAVIOR OF WAGES, HIRING STANDARDS, AND RECRUITMENT POLICIES IN THE CLERICAL TEMPORARY HELP MARKET

This study of the clerical temporary-help industry is analyzing cyclical and long-run changes in the adjustment of a firm's non-wage policies to changes in local labor market conditions. It also is investigating changes in worker quality (as measured by test scores, educational level, past earnings, and subjective ratings) over the period 1953–68. For 10,000 typists and stenographers employed in the 1953–60 period and in 1968 by the San Francisco office of a nationwide temporary help service, information is being drawn from company files concerning employee characteristics, recruiting and training efforts, selection procedures, unfilled orders (equivalent to job vacancies), and work distribution.

Completion is scheduled for July 1971.

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[22] Formerly grant 91–05–70–46 to the University of California, Berkeley.

1.5.82 STANFORD UNIVERSITY
STANFORD, CALIF.

GRANT 91–06–71–27

FLORA DAVIDOFF, DOCTORAL CANDIDATE; DR. PAUL A. DAVID, SPONSOR, ECONOMICS DEPARTMENT

EMIGRATION OF SOUTHERN BLACKS IN THE UNITED STATES, 1910–70

This study seeks to explain temporal and spatial variations in Negro migration from the South. Time-series and cross-section data are being used to analyze the effects on migration decisions of age, transitory and long-term levels of unemployment, regional differentials in unemployment rates, and the "pull" of earlier migration movements.

Completion is scheduled for December 1971.

1.5.83 SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

GRANT 91–34–69–26

JOHN H. FLORER, DOCTORAL CANDIDATE; DR. NELSON M. BLAKE, SPONSOR, DEPARTMENT OF POLITICAL SCIENCE

THE NATIONAL EFFORT TO ACQUIRE FEDERAL ACTION ON EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN IN THE 1960'S

This study is documenting and analyzing private efforts in the 1960's to spur Federal action against sex discrimination in employment. The nature of the drive for equal employment opportunities for women is being related to Federal policies and to Federal legislative, administrative, and judicial actions. The study is using data from official records and published materials, as well as interviews or correspondence with public figures who promoted various actions, with representatives of equal employment interest groups, and with Government officials involved in applications of the law.

Completion is scheduled for February 1972.

1.5.84 SYRACUSE UNIVERSITY
UTICA, N.Y.

GRANT 91–36–71–52

JAMES P. O'HAIR, DOCTORAL CANDIDATE; DR. MARK ABRAHAMSON, SPONSOR, DEPARTMENT OF SOCIOLOGY

THE ACHIEVEMENT PROCESS: AN EXPLORATORY STUDY OF CAREER BEGINNINGS

Assuming that the positions to which an individual moves within and between occupational structures largely determine his social status, this study is analyzing the way in which structural and social psychological influences interact to determine early career mobility and thus define achievement as a process. The researcher will develop a model which conceptualizes the process as one through which the individual acquires various types of resources which interact with his environment to provide him with the means to make the sequence of moves needed to attain a desired goal or status.

Operationally, the model associates each of the steps through which the individual must pass to reach the career goals with the variable conditions which must obtain for successful mobility into the particular step: His antecedent knowledge of the goals in the environment and of alternative means of achieving those goals and his accumulation of such other resources as personal attributes, skills, motivations associated with success and failure, capital of various sorts, and role models.

The model will be tested with data for 1960, 1961, and 1965 from the Project TALENT data bank for young men who were high school seniors in 1960.

Completion is scheduled for June 1972.

1.5.85 THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

GRANT 91–47–71–10

LEWIS H. SMITH, DOCTORAL CANDIDATE; DR. ROGER L. BOWLBY, SPONSOR, DEPARTMENT OF ECONOMICS

THE EXTENT AND CAUSES OF GEOGRAPHIC MOBILITY AMONG SELECTED YOUNG WORKERS

This project seeks information on the characteristics and determinants of geographic mobility of young workers (27 years old or less) in Tennessee, with particular attention to graduates of Tennessee area vocational-technical schools (AVTS). It utilizes extensive background data on 1,800 graduates of AVTS and other noncollegiate high school programs in Tennessee collected as part of a 1968–69 AVTS cost-benefit study. These data are being supplemented through brief questionnaires concerning the subjects' current marital status, earnings, and employment and occupational experience since 1968.

Completion is scheduled for August 1971.

1.5.86 THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 91–46–70–35

Judy P. Appelt, Doctoral Candidate; Dr. Robert C. Mayfield, Sponsor, Department of Geography

Relationships Between Population Decrease and Tertiary Employment Opportunities in Agricultural Communities

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear, and (2) correlate those functions which show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950–60 and 1960–70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375 proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

Completion is scheduled for April 1972.

1.5.87 TULANE UNIVERSITY
NEW ORLEANS, LA.

Grant 91–20–68–55

Thomas L. Turner, Doctoral Candidate; Dr. Leonard Reissman, Sponsor, Department of Sociology

Attitudes Comprising the "Culture of Poverty"

This study is testing the validity of the concept, "culture of poverty," by comparing certain values, norms, and attitudes among the poor and nonpoor. It is measuring the effects of age, family structure, and race on individual adherence to the values, norms, and attitudes of the "culture of poverty," with emphasis on those aspects which hinder the poor in achieving economic security when the opportunity is present. Interviews are being conducted in New Orleans with 125 persons from each of the following groups: Poor whites, poor Negroes, and whites and Negroes whose incomes are above the poverty level.

Completion is scheduled for December 1971.

1.5.88 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91–27–69–24

Marvin H. Kahn, Doctoral Candidate; Dr. Edward Kalachek, Sponsor, Department of Economics

Substitution in the Labor Market: A Nonseparable Approach

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age-sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

Completion is scheduled for June 1972.

1.5.89 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GRANT 91–27–69–38

NORBERT W. BUDDE, DOCTORAL CANDIDATE; DR. EDWARD KALACHEK, SPONSOR, DEPARTMENT OF ECONOMICS

DEMAND AND TRAINING FOR DENTAL HYGIENISTS

This study attempts to determine the range of activities, within a dentist's practice, in which a hygienist can substitute for the dentist. The optimal mix of these activities is being determined by the relative cost of dentists' and hygienists' time, in terms of training costs and duration of career. Finally, a demand and supply curve for hygienists is being derived and compared wth present training facilities.

Dentists who do and do not employ hygienists are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time in terms of the size of their practices. The supply estimate builds on the results of other studies and takes into account such factors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

Completion is scheduled for September 1971.

1.5.90 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GRANT 91–27–69–65

LAWRENCE SLIFMAN, DOCTORAL CANDIDATE; DR. EDWARD KALACHEK AND DR. MURRAY L. WEIDENBAUM, SPONSORS, DEPARTMENT OF ECONOMICS

OCCUPATIONAL MOBILITY OF DISADVANTAGED WORKERS

This study seeks to identify the impact of changes in labor demand on the upward occupational mobility of low-income Negroes and whites and to pinpoint occupations where race and education impede mobility least. It attempts to answer the following questions: (1) For a given degree of labor market tightness, what is the likelihood of upward occupational mobility among these groups, and how does it differ for individuals by race, age, and education? (2) Does the likelihood of upward mobility for low-skilled workers increase as the labor market tightens in higher skilled occupations? and (3) For a given change in labor market conditions, what is the change in the relative flows of whites and Negroes between occupations? The study will use available data on 2,500 low-income families during the period 1964–67.

Completion is scheduled for July 1971.

1.5.91 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GRANT 91–27–70–21

GELVIN L. STEVENSON, DOCTORAL CANDIDATE; DR. EDWARD KALACHEK, SPONSOR, DEPARTMENT OF ECONOMICS

NONWHITE TEENAGERS IN THE JOB MARKET

This study is constructing and testing a model to explain why minority teenagers fare so poorly in the labor market. The test uses data from the 1960 census on the socioeconomic characteristics of white teenagers and those of other races (by age and sex group) and on the population density, public transportation, and characteristics of the labor market of a given area.

Completion is scheduled for July 1971.

1.5.92 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GRANT 91–27–70–52

DAVID E. BERGER, DOCTORAL CANDIDATE; DR. RICHARD F. MUTH AND DR. EDWARD GREENBERG, SPONSORS, DEPARTMENT OF ECONOMICS

AN ANALYSIS OF DEPRESSED REGIONS

This study applies recent theories of regional growth in constructing a model of the dynamics of depressed areas and testing it for depressed labor markets in Pennsylvania for the period 1947–58. Data sources include Census of Business and Census of Manufactures publications.

Completion is scheduled for September 1971.

1.5.93 WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GRANT 91–29–71–36

PAUL T. DICKINSON, DOCTORAL CANDIDATE; DR. FREDERIC Q. RAINES, SPONSOR, DEPARTMENT OF ECONOMICS

THE EFFECT OF INCOME MAINTENANCE PROGRAMS ON THE LABOR SUPPLY AND INCOMES OF LOW-INCOME HOUSEHOLDS

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the different plans: (1) Minimization of the reduction in labor supply; (2) maximization of the degree to which households are raised above the poverty level; and (3) maximization of the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross-section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

Completion is scheduled for August 1971.

1.5.94 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 91–53–66–69

WALTER HUBNER, DOCTORAL CANDIDATE; DR. ALAN FILLEY, SPONSOR, INDUSTRIAL RELATIONS RESEARCH INSTITUTE

INDIVIDUAL NEED SATISFACTION IN WORK AND NONWORK

This study explores blue-collar workers' motivations and the satisfaction they find in work (as opposed to leisure) and in specific jobs (at various skill levels and at different levels of technology). A forced-choice questionnaire is being administered to a sample of workers in jobs ranging from highly skilled to unskilled and from fully automated to artisan in level of technology.

Completion is scheduled by June 1972.

1.5.95 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 91–53–69–45

RICHARD S. TOIKKA, DOCTORAL CANDIDATE; DR. GLEN G. CAIN, SPONSOR, DEPARTMENT OF ECONOMICS

SUPPLY RESPONSES OF THE UNEMPLOYED

This study seeks to relate such labor supply decisions of the unemployed as adjustment of asking wage, willingness to change occupation or residence, intensity of jobseeking effort, and dropping out of the labor force, to the following: (1) Their demographic characteristics, occupation, and labor force experiences; (2) the probability of job placement for particular groups; and (3) wages received in new employment. The analysis is based on survey data gathered by government agencies and private researchers.

Completion is scheduled for July 1971.

1.5.96 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 91–53–70–08

JOHN F. BAUM, DOCTORAL CANDIDATE; DR. GERALD G. SOMERS, SPONSOR, DEPARTMENT OF ECONOMICS

AN EXPERIMENTAL ANALYSIS OF TRAINING FOR DISADVANTAGED WORKERS UNDER THE JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS) PROGRAM

This study is comparing costs and outcomes of current approaches to training used by National Alliance of Businessmen (NAB) firms participating in the Job Opportunities in the Business Sector (JOBS) Program. A sample of 180 disadvantaged trainees and 120 other new employees of NAB-JOBS firms in Dallas has been randomly divided into three training groups, each of which simulates a major alternative approach available to NAB-JOBS firms. For each of the three groups, the disadvantaged trainees and the other employees are being compared with respect to sociopsychological and economic characteristics and pretraining and posttraining job performance and attitudes.

Completion is scheduled for October 1971.

1.5.97 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91–07–68–59

BRUCE R. MCKELLIPS, DOCTORAL CANDIDATE; DR. MARK W. LEISERSON, SPONSOR, DEPARTMENT OF ECONOMICS

NEGRO MIGRATION AND THE URBAN COMPLEX: SOME IMPLICATIONS FOR PUBLIC POLICY

This study is evaluating the structure and dynamics of Negro migration in order to suggest policies on migration to central cities. It uses data from the 1960 census on gross and net migration into and out of States and standard metropolitan statistical areas.

Completion is scheduled for June 1972.

1.5.98 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91–09–71–28

PETER REUTER, DOCTORAL CANDIDATE; DR. JAMES TOBIN, SPONSOR, DEPARTMENT OF ECONOMICS

MACROECONOMIC POLICIES IN INFLATIONARY SITUATIONS AND THE SIZE DISTRIBUTION OF INCOME

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups; examine the influence of macroeconomic policy instruments on the composition of aggregate income; and assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

Completion is scheduled for December 1971.

1.5.99 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91–09–71–42

GEOFFREY R. H. WOGLOM, DOCTORAL CANDIDATE; DR. ROBERT S. GOLDFARB, SPONSOR, DEPARTMENT OF ECONOMICS

THE IMPLICATIONS OF SEARCH UNEMPLOYMENT FOR LABOR MARKET BEHAVIOR AND THE PHILLIPS CURVE

This research is extending models that attribute the shortening of the job search during inflation to the fact that workers' acceptance wages reflect lagging perceptions of wage and price increases. The researcher questions the implication of these models that the trade off between unemployment and inflation described in the Phillips curve is perfectly inelastic in the long run, when perceptions catch up with reality. The researcher is broadening the theoretical framework to encompass the intensity of job search as well as the acceptance wage. He intends also to incorporate more realistic assumptions about the ways in which jobseekers adjust their market information and hence their expectations and to take account of the effects on the flow of workers into and out of the pool of unemployed of labor market accounting balances (that is, not only the actions of employers and workers but also the stock of employed as well as unemployed workers).

Completion is scheduled for June 1972.

1.6 PROJECTS IN PROCESS ON JUNE 30, 1971—Research Project Grants Under the MDTA [23]

1.6.01 ATLANTA UNIVERSITY
ATLANTA, GA.

GRANT 91-11-69-33

DR. DAVID E. KIDDER, CENTER FOR MANPOWER STUDIES

NEGRO AND WHITE PERCEPTIONS OF COMPANY EMPLOYMENT POLICY IN THE SOUTH: CASE STUDIES IN RURAL AND URBAN NONFARM SECTORS

This is the first phase of a planned three-part study of the racial structure of labor force migration from the South. The entire project will investigate possible relations between Negro and white workers' out-migration and their perceptions of nonfarm employment opportunities in the South, successful enforcement of the 1964 Civil Rights Act, and noneconomic factors in their decisions to migrate.

The present study attempts to contrast Negro and white workers' perceptions of the availability to them of nonfarm employment in urban and rural areas of the South. Random samples of employees from the 100 largest companies in Atlanta and from several new firms in rural Georgia and Alabama are receiving questionnaires covering the following: (1) The company's equal employment opportunities policy; (2) job classifications; (3) racial composition of the work force; and (4) recruitment and upgrading procedures. Analysis of workers' perceptions takes into account their occupations, rural or urban locations, and demographic characteristics.

Completion is scheduled for December 1971.

1.6.02 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

GRANT 91-09-69-31

DR. ALBERT D. BIDERMAN

RECENT SECOND CAREER PATTERNS OF MILITARY RETIREES

This study examines certain aspects of the labor force participation of men who have retired from the Armed Forces after a career of 20 or more years: (1) Their difficulty in recent years in finding good jobs; (2) their present employment status as related to age at retirement, present age, education, rank, and year of retirement; (3) impact of legislation barring dual compensation for retired military personnel employed by the Federal Government; and (4) their use of employment assistance under programs recently initiated by the Departments of Labor and Defense.

This study will supplement and update earlier analyses, including one sponsored by the Manpower Administration. Data for the present study are being drawn from a 1966 Department of Defense survey of a 25-percent sample of retired military personnel.

Completion is scheduled for December 1971.

1.6.03 BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

GRANT 91-11-71-32

DR. ALBERT D. BIDERMAN

THE FINANCIAL RESOURCES OF EX-PRISONERS

This project attempts to find out what economic resources prisoners have at the time of their release, under what conditions they are eligible for welfare payments, and what suggestions correction officials have for alleviating the financial problems of ex-prisoners.

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[23] Requests for information concerning these grants should be directed to the researchers.

Mail questionnaires are being sent to the superintendents of all State and Federal correctional institutions, with telephone and personal visits to all nonrespondents, and State and interstate variations in welfare regulations with respect to ex-offenders are being compiled and analyzed.

Completion is scheduled for October 1971.

1.6.04 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–05–67–61

DR. LLOYD ULMAN, DIRECTOR, INSTITUTE OF INDUSTRIAL RELATIONS

A STUDY OF CHANGING SKILL REQUIREMENTS IN THE BUILDING TRADES

This study analyzes changing labor requirements in the crafts, particularly carpentry, involved in the homebuilding industry. It is constructing data for various crafts on man-hours required per square foot of floor space in typical tract and nontract houses built in Alameda County (Calif.) between 1930 and 1965. The study will explore the usefulness of these data in developing projections of manpower demand in homebuilding. Information is being derived from county building permits, architects' records, National Association of Home Builders' files, estimators' handbooks for the period under study, and discussions with persons in the homebuilding industry.

Completion is scheduled for June 1972.

1.6.05 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–05–70–37

DR. ROBERT E. HALL, INSTITUTE OF INDUSTRIAL RELATIONS

EXPLORATORY EMPIRICAL RESEARCH ON THE PATHOLOGY OF SECONDARY LABOR MARKETS

This study is estimating the impact of protective institutions and measures (such as labor unions, professional and occupational licensing standards, and formal educational requirements for white-collar jobs) on relative wages and on the secondary labor force (workers other than adult, male heads of households). It is testing the hypothesis that a chronic excess of workers in the labor market can be attributed to the desire of secondary workers for the high-wage, protected jobs from which they are excluded regardless of qualifications and is a basic cause of the unsatisfactory functioning of secondary labor markets.

The Survey of Economic Opportunity, conducted in 1966–67 by the Bureau of the Census and compiled jointly by the Office of Economic Opportunity and the Brookings Institution, is the basic data source for this project. Survey files consist of a self-weighting, 1/3,000 sample of the U.S. population and a sample of equal size of households in poverty areas.

Completion is scheduled for September 1971.

1.6.06 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 91–34–67–58

DR. HERBERT HYMAN, CHAIRMAN, DEPARTMENT OF SOCIOLOGY

OCCUPATIONAL CHOICE AND ITS DETERMINANTS AMONG TOTALLY BLIND INDIVIDUALS

As part of a larger study of the patterns of communication, perception, and social behavior among the blind, this study examines blindness as a barrier to gaining knowledge of environment, and consequently, to choosing a career. Patterns of occupational choice are being contrasted between blind Negroes and whites and between those blinded before the age of 15 years and those blinded later in life. The developmental processes underlying these patterns are being examined through a parallel study of totally blind children and their families.

The present analysis is based on the following groups drawn from the sample of the total study: 180

white and 90 Negro adults, totally blind, living in northern cities; and 80 white and 20 Negro children, totally blind, 10 to 15 years of age, living in New York City. Indepth interviews have been held with the adults, and a sighted family member was also interviewed concerning the blind person's immediate and larger environment and how he had been socialized or resocialized. Parallel interviews were conducted with the children; their mothers were questioned about the patterns of childrearing followed with the blind child and with his siblings; and sighted siblings were interviewed whenever available regarding their own development within the family and their orientation toward the blind child. Computer analysis is being used to trace individual and aggregate patterns of learning.

Completion is scheduled by June 1972.

1.6.07 CORNELL UNIVERSITY
ITHACA, N.Y.

GRANT 91–34–69–30[24]

DAVID MOORE, NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS

DEVELOPMENT OF AN INDUSTRIAL RELATIONS INFORMATION SERVICE (IRIS)

This project is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, governme[illegible]d labor. Liaison is being sought with related i[illegible]on systems, such as the U.S. Office of Educatio[illegible]ducational Resources Information Center, the Smithsonian Institution's Science Information Exchange, and the Central Library and Documentation Branch of the International Labour Office in Geneva.

This project builds on the findings of a feasibility study partially supported by a Manpower Administration grant (see 3.6.17). In addition, the present project continues earlier research in techniques of indexing and abstracting services and of packaging and delivering industrial relations information.

Completion is scheduled for August 1971.

1.6.08 UNIVERSITY OF HOUSTON
HOUSTON, TEX.

GRANT 91–46–68–48

DR. LOUIS H. STERN, DEPARTMENT OF ECONOMICS AND FINANCE

THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND COMMUTING WITHIN GEOGRAPHICAL AREAS

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses. Using 1960 census data, it seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions by testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the residents of different geographic subdivisions who are in the labor force if allowance is made for differences in occupation, sex, and racial or ethnic group.

Completion is scheduled for June 1972.

1.6.09 HOWARD UNIVERSITY
WASHINGTON, D.C.

GRANT 91–09–70–36

DR. MARTHA T. MEDNICK, DEPARTMENT OF PSYCHOLOGY

MOTIVATIONAL AND PERSONALITY FACTORS RELATED TO CAREER GOALS OF BLACK COLLEGE WOMEN

This study of occupational choice among Negro college women is examining variations in occupational choice and levels of career commitment and achievement motivation between black college women today and those surveyed 5 to 10 years ago by various researchers. Questionnaires and tests to measure achievement motivation, fear of failure, originality of occupational choice, career commitment, perceptions of femininity, and militancy are being administered to samples of black college women from a predominantly black university, an integrated urban university, and an integrated rural college.

Completion is scheduled for July 1972.

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[24] Most financial support for this study is being provided by industrial relations centers at 14 universities.

1.6.10 HOWARD UNIVERSITY
WASHINGTON, D.C.

GRANT 91-11-71-40

DR. DAVID J. FITCH, SCHOOL OF PUBLIC AND BUSINESS ADMINISTRATION

COMPARATIVE SUCCESS ON PERFORMANCE AND WRITTEN TESTS OF ADVANTAGED AND DISADVANTAGED TRADES APPLICANTS

This project tests the hypothesis that disadvantaged workers score higher on work sample tests than they do on written tests. Written tests and background questionnaires are being administered to 600 men who: (1) Filed applications with the New Jersey Department of Civil Service for jobs for which performance tests are now used (carpenter, electrician, mason and plasterer, motor vehicle mechanic, painter, plumber, steam fitter, repairman, truck driver, and heavy equipment operator); (2) met the minimum requirements for these positions and were scheduled for testing; and (3) participated between April and September 1971 in the New Jersey job performance tests, comprised of from 5 to 10 items asking the examinee to make, repair, modify, assemble, or adjust something. Performance test scores are being compared with scores on written tests for the same jobs and the differences correlated with an index of disadvantage.

Completion is scheduled for June 1972.

1.6.11 THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

GRANT 91-24-71-01

DR. PETER H. ROSSI, DEPARTMENT OF SOCIAL RELATIONS

DETERMINANTS AND CONSEQUENCES OF MODES OF ENTRY INTO THE LABOR FORCE

This project will study how American men enter the labor force; how their racial, socioeconomic, and educational backgrounds influence the mode, timing, and level of entry; and how and to what extent the circumstances surrounding entry affect subsequent occupational attainment. Data on the backgrounds of 1,589 Negro and white men, aged 30 to 39 (drawn from a national survey by the National Opinion Research Center), provide the basis for the present study. The analysis is designed to supplement a major longitudinal study of labor force behavior currently being conducted by The Ohio State University and the Census Bureau (see 1.1.31).

Completion is scheduled for August 1971.

1.6.12 LOUISIANA STATE UNIVERSITY
ST. LOUIS, MO.

GRANT 91-20-70-30

DR. THERESA R. SHAPIRO, DIVISION OF BUSINESS AND ECONOMIC RESEARCH

NEGRO CONSTRUCTION CONTRACTORS IN NEW ORLEANS

This pilot study examines the backgrounds, business practices, needs, and problems of Negro entrepreneurs in the New Orleans construction industry, with special attention to the relationship between contractors and subcontractors in residential construction. The analysis is based on interviews with 200 Negro contractors and subcontractors. (See 1.1.22.)

Completion is scheduled for August 1971.

1.6.13 LOYOLA UNIVERSITY
CHICAGO, ILL.

GRANT 91-17-71-26

DR. RONALD G. EHRENBERG, DEPARTMENT OF ECONOMICS

DETERMINANTS OF THE INTRA-STATE FUNCTIONAL ALLOCATION OF STATE AND LOCAL GOVERNMENT EMPLOYMENT

This project seeks to explain interstate variations in the level of State and local government employment and in the allocation of employment across education, highways, health, police and fire protection, and other functional categories. Using published data from the Bureau of the Census and other sources, a utility-maximizing model of State and local government behavior is being devised to estimate the influence of income levels, Federal grants, relative wage and price elasticities, and other economic variables.

Completion is scheduled for December 1971.

1.6.14 UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

GRANT 91–23–68–27

SOLOMON BARKIN, LABOR RELATIONS AND RESEARCH CENTER

A STUDY OF NATIONAL MANPOWER POLICIES IN OECD COUNTRIES

This study attempts to distill lessons for current manpower programs in the United States by analyzing the experience of the countries belonging to the Organisation for Economic Co-operation and Development (OECD) and the research generated by OECD. Considering the manpower field as an integrated system, the study covers the following subjects: Objectives; national economic and social problems; systems for determining priorities for their solutions; policymaking systems; research; statistics and data collection resources; administration of recruitment; development of the appropriate quality of manpower; stimulation of the demand for labor; organization and operation of the job market; systems of enterprise; and programs for optimum productivity of the work force.

The researcher is drawing on the resources and knowledge acquired during 5 years with the Manpower and Social Affairs Directorate of the OECD, supplemented by correspondence with officials in the OECD and member countries.

Completion is scheduled for December 1971.

1.6.15 UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

GRANT 91–23–69–20

SOLOMON BARKIN, LABOR RELATIONS AND RESEARCH CENTER

MANPOWER POLICY AND PROGRAMS: TOOLS FOR ECONOMIC POLICY—A PLANNING PROJECT

This project explores the interrelationships between economic and manpower policy objectives, instruments, measures, and behavior, as developed in the Federal Government. A series of studies are being outlined in the following major areas: (1) Manpower aids to the promotion of economic objectives; (2) manpower aspects of the impact of major economic tools; (3) economic measures for advancing manpower objectives; and (4) economists' tools in the development of manpower programs.

The project will result in: (1) A report outlining the various aspects of the relationship between economic and manpower policy; and (2) a specific plan for a series of seminar meetings at which the subjects of highest priority would be discussed on the basis of policy-oriented papers to be prepared by subject-area specialists. In addition, an annotated bibliography is being compiled of current writings on the topics considered in the program.

Completion is scheduled for January 1972.

1.6.16 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91–24–68–41

DR. MARTIN GOLD, INSTITUTE FOR SOCIAL RESEARCH

AN AGENCY'S EFFORT TO IMPROVE THE FUTURE OF ADOLESCENT BOYS IN THE INNER CITY

This study is assessing the impact on adolescent boys of a 1961–65 experimental program of the Chicago Boys Club which sought to combat juvenile delinquency in two inner-city target areas. In addition to the club's traditional building-centered recreational activities, the program provided academic and vocational counseling and job placement and worked with community institutions to increase vocational education, apprenticeship, job, and recreational opportunities.

The data for this analysis were collected during the program. Two control areas with matching demographic characteristics were constructed from surrounding census tracts. Variables relevant to the condition of the populations and goals of the program were measured at the beginning and end of the program. Data were collected through interviews with representative samples of the boys in each area who were and were not participating in the program, their mothers, community leaders, and personnel throughout the Chicago Boys Club organization. Further material was gathered from police, court, and school records on the behavior and performance of the boys in the study, and the boys themselves provided information on their aspirations, perception of opportunities, current plans and efforts to prepare themselves for future employment, and school attitudes and performance.

Completion is scheduled for June 1972.

1.6.17 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

GRANT 91-24-70-15

DR. JOSEPH VEROFF, SURVEY RESEARCH CENTER

COMPONENTS OF ACHIEVEMENT MOTIVATION AS PREDICTORS OF POTENTIAL FOR ECONOMIC CHANGE

This study is developing measures for differentiating between a job trainee's motivation to succeed and his expectation of success and for determining which of these measures is the best predictor of job success.

Three groups of 50 subjects each are responding to tests measuring motivation and behavior, such as performance levels after success and after failure. One group is being tested during the orientation period of the training program, the second is being tested when training is almost completed, and the third is being tested and interviewed 6 months after completing the program. Followup data on economic success are being obtained from training center records.

Completion is scheduled for August 1971.

1.6.18 THE UNIVERSITY OF MICHIGAN ANN ARBOR, MICH.

GRANT 91-26-71-06

DR. STANLEY E. SEASHORE, SURVEY RESEARCH CENTER

BLACK PARTICIPATION IN INDUSTRIAL AND VOLUNTARY ORGANIZATIONS

This project is assembling and integrating information about psychological and social-psychological phenomena that affect the inclusion and adaptation of blacks in various organizational settings. Material is being drawn from secondary sources and from interviews with other researchers in the subject area to compile a bibliography and a theoretical paper describing research priorities and their feasibility.

Completion is scheduled for September 1971.

1.6.19 UNIVERSITY OF MISSOURI— ST. LOUIS

GRANT 91-29-71-29

DR. SARA SMITH SUTKER, DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

RELATIONSHIPS BETWEEN CHANGING RESIDENCE LOCATION AND LABOR FORCE PERFORMANCE FOR BLACK NEW RESIDENT HOUSEHOLDS IN AN INNER SUBURB

This project is exploring possible links between residential upgrading and labor force attachment for black workers, by analyzing the relationship between a move to the suburbs by black households and labor force performance prior to, accompanying, and after the move.

The project builds on a current study at the University's Center of Community and Metropolitan Studies. Information on date of move, residential tenure, occupation, location of workplace, employment status, and former address was collected from occupancy permits for a sample of 700 black families who moved into a middle-class suburb of St. Louis, Mo., in the year ended April 1, 1970. For the present study, supplementary data on the educational and employment backgrounds of household heads and spouses are being gathered in interviews for 170 of the families, drawn randomly from seven major occupational strata.

Completion is scheduled for September 1971.

1.6.20 NATIONAL BUREAU OF ECONOMIC RESEARCH, INC.
NEW YORK, N.Y.

GRANT 91-34-70-58

DR. FINIS R. WELCH

THE EFFECTS OF FEDERAL MINIMUM WAGE LEGISLATION ON THE CYCLICAL STABILITY OF AGGREGATE EMPLOYMENT AND ON THE INDUSTRIAL DISTRIBUTION OF TEENAGE EMPLOYMENT

This study builds on a recently completed analysis of the effects of minimum wages on the employment stability of different race-sex groups of the teenage labor force. The extent of minimum wage coverage by industry is being examined to determine whether greater coverage in a given industry relative to other probable employment increases the likelihood of unemployment during cyclical downturns.

The analysis will include quarterly observations for the 1947–69 period, based on data compiled by the Bureau of Labor Statistics and on materials from the Department of Commerce and the Council of Economic Advisers used in the initial study.

Completion is scheduled for December 1971.

1.6.21 NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

GRANT 91-11-71-05

DR. BENNETT HARRISON

EMPLOYMENT OF GHETTO RESIDENTS

This project is comparing the quality of jobs (hours, earnings, and requirements) currently held by ghetto residents with the quality of alternative positions presently or potentially available in ghetto-located businesses, in State and local public offices, and in urban programs for the development of human resources.

Also being explored are the relationships of the quality of jobs and job opportunities to: (1) The distance between home and work; (2) intra-metropolitan residential location; and (3) race.

Completion is scheduled for September 1971.

1.6.22 THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

GRANT 91-36-71-41

DR. HOWARD G. FOSTER, SCHOOL OF MANAGEMENT

THE DEVELOPMENT AND UTILIZATION OF MANPOWER RESOURCES IN THE HOMEBUILDING INDUSTRY: A LOCAL SURVEY OF CONTEMPORARY PRACTICES

This project is examining labor market practices in homebuilding and comparing them with those in the much more extensively commercial sector of the construction industry. It explores questions in four specific areas: (1) The nature and efficiency of the hiring process in matching workers with available jobs; (2) the nature and pattern of differentials in wages and benefits between homebuilding and commercial construction and how they are maintained; (3) the characteristics, effectiveness, and potential for improvement of training practices in the absence of union-administered apprenticeship programs; and (4) the extent and impact of seasonality on all aspects of the market mechanism.

The researcher is interviewing 250 builders and subcontractors (for electrical, plumbing, heating, painting, carpentry, masonry, plastering or drywall, roofing, cement work, and excavation services) in the Buffalo, N.Y., area. Supplementary information is being obtained from spokesmen for the homebuilding industry in other selected metropolitan areas in the Northeast.

Completion is scheduled for July 1972.

1.6.23 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 91-15-70-07

DR. FRANK BRECHLING, DEPARTMENT OF ECONOMICS

THE RELATIONSHIP BETWEEN REGIONAL AND OVERALL EMPLOYMENT

This study is seeking to determine how unemployment by State and labor market area behaves cyclically and secularly, especially in response to changes in overall economic activity, and how such variations in unemployment affect aggregate wage behavior.

Quarterly and annual employment and unemployment data for 49 States and 150 labor market areas are being collected from published sources. The aggregative, structural, and cyclical elements of regional unemployment data are being examined. Measures of dispersion and skewness of the distributions of regional unemployment are being computed and estimates of its influence on aggregate national wage behavior will be made.

Completion is scheduled for August 1971.

1.6.24 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 91-15-70-12

DR. GEORGE E. DELEHANTY, DEPARTMENT OF ECONOMICS

LABOR MOBILITY AND INCOME CHANGE

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

Completion is scheduled for October 1971.

1.6.25 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

GRANT 91-39-71-43

DR. BELTON M. FLEISHER, DR. DONALD O. PARSONS, AND DR. RICHARD D. PORTER, DEPARTMENT OF ECONOMICS

DYNAMIC ANALYSIS OF THE LABOR FORCE BEHAVIOR OF MEN AND YOUTH

This study addresses four major questions: (1) What would be the disincentives to work of a negative income tax? (2) Are upward trends in unemployment rates linked with the increasing proportion of secondary workers? (3) Is continuing school generally a fruitful alternative for young men, or do adverse labor market conditions leave them unemployed and with little incentive to remain in school? (4) Does the downward trend in labor force participation of older men, greater among blacks than whites, represent a response to rising levels of affluence or a response to diminishing market demand for "older" workers?

A model incorporating three aspects of labor force behavior—hours of work, unemployment, and labor force participation—is being constructed and applied to data from the national longitudinal surveys of males aged 45-59 and 14-24, respectively, in 1966 (see 1.1.31, 3.1.62, and 3.1.64).

Completion is scheduled for June 1972.

1.6.26 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

GRANT 91-39-71-44

DR. J. PETER MATTILA, CENTER FOR HUMAN RESOURCE RESEARCH

THE IMPACT OF EXTENDING MINIMUM WAGES TO PRIVATE HOUSEHOLD WORKERS

This research aims to: (1) Devise a conceptual framework for analysis of the market for domestics; (2) measure recent levels and distributions of domestics' wages; (3) estimate the response of demand for household workers to changes in the workers' wages and in household income; (4) investigate the flow of workers from the household to other sectors and out of the labor force; and (5) explore the market implications of an extension of minimum wage coverage to domestics.

Data on wage distributions are being drawn from a larger survey (see 1.1.31, 3.1.63, and 3.1.65). Estimates of demand response to changes in wages and household income are being derived from census data.

Completion is scheduled for October 1971.

1.6.27 RUTGERS—THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

GRANT 91-34-71-02[25]

SANDRA S. TANGRI

EFFECTS OF BACKGROUND, PERSONALITY, COLLEGE AND POSTCOLLEGE EXPERIENCE ON WOMEN'S POSTGRADUATE EMPLOYMENT

This project follows up the researcher's dissertation, which associated background factors, personality characteristics, and college experiences of 200 college women with commitments to traditionally masculine professions. Using interviews and mail questionnaires, the present study attempts to answer the following questions about these same women 3 years after graduation:

1. What factors associated with aspirations predict perseverance in the chosen field?
2. What factors affect occupational commitment?
3. For what kind of woman does early marriage make career pursuits more likely?
4. What role do husbands play in these outcomes?

Completion is scheduled for August 1971.

1.6.28 STANFORD UNIVERSITY
STANFORD, CALIF.

GRANT 91-05-70-44

DR. MELVIN W. REDER, INSTITUTE OF PUBLIC POLICY ANALYSIS

A PILOT STUDY OF RESPONSE TO JOB OFFERS AS AN INDEX OF LABOR MARKET CONDITIONS

This study is testing the validity of expanding the base for calculating unemployment rates to include the dimension, "intensity of job-search activity." It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs, and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Indicators being used to gage the intensity of an individual's jobseeking efforts are: (1) The time lapse between receiving and responding to a job vacancy notice; (2) the ratio of the jobseeker's minimum "asking wage" to the appropriate average for the area; (3) the length of the journey (in time or distance) the jobseeker will undertake to apply for a vacancy; (4) the ratio of number of job offers rejected to number received by the jobseeker; and (5) the ratio of number of applications filed to number of vacancy notices received by placement agencies. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

Completion is scheduled for July 1971.

1.6.29 UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

GRANT 91-47-69-64

DR. GARTH L. MANGUM, HUMAN RESOURCES INSTITUTE

TRACING THE DEVELOPMENT OF A STATEWIDE AUTOMATIC DATA PROCESSING EMPLOYMENT SECURITY SYSTEM

As a guide for instituting computerized systems to match men and jobs, this project is tracing the introduction by the Utah Department of Employment Security of an automatic data processing system to handle managerial, unemployment insurance, and placement functions on a statewide basis. Attention is being given to the plans made, difficulties encountered, solutions found, and problems still to be solved in this pilot project.

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[25] Formerly grants 91-24-69-04 and 91-24-69-47 to the University of Michigan.

Interviews are being conducted with involved Federal and State officials and employees of the computer company. In addition, the applications of a sample of persons seeking jobs through the employment service are being followed through the system.

Completion is scheduled for September 1971.

1.6.30 WAYNE STATE UNIVERSITY
DETROIT, MICH.

GRANT 91–24–68–29

DR. ROBERT A. MENDELSOHN, DEPARTMENT OF PSYCHOLOGY

THE PERSONALITY AND ATTITUDINAL CHARACTERISTICS OF CAREER AND HOMEMAKING ORIENTED WOMEN

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities. A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

Completion is scheduled for June 1972.

1.6.31 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91–09–71–03

DR. RICHARD WEISSKOFF, ECONOMICS DEPARTMENT

A MULTI-SECTOR SIMULATION MODEL OF EMPLOYMENT, INCOME, AND ECONOMIC GROWTH IN PUERTO RICO

This study examines the effects of accelerated industrialization in Puerto Rico upon skill demands, the occupational and industrial distribution of employment, and the distribution of income.

Data from employment and income surveys and industrial and agricultural censuses by the Puerto Rican Bureau of Labor Statistics are being used in a model to simulate economic change from 1953 to 1963 and project it to 1969 in order to evaluate the impact of alternative development policies.

Completion is scheduled for September 1971.

SECTION 2. PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971[1]

This section summarizes the major findings of research and development projects completed during fiscal year 1971 under contracts and grants from the Manpower Administration. Information on how to obtain project reports is given in section 3.

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[1] Includes selected development projects completed during fiscal years 1969 and 1970.

2.1 PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971—
Research Contracts Under the MDTA

2.1.01 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

CONTRACT 81–05–68–43

DR. MARGARET THAL-LARSEN, GORDON CAVANA, AND JOHN DANA, INSTITUTE OF INDUSTRIAL RELATIONS

PLACEMENT AND COUNSELING IN A CHANGING LABOR MARKET: PUBLIC AND PRIVATE EMPLOYMENT AGENCIES AND SCHOOLS

This study is part of a broad program of labor market research in the San Francisco Bay area (3.1.04). One objective of this study was to determine the impact of manpower legislation, policies, and practices on the relative roles and effectiveness of public and private employment agencies, and on the conduct of school occupational guidance activities from 1960 through 1968. Another objective was to determine the relationships that exist between employment agencies and educational institutions with respect to their goals and their operations, with particular emphasis on the significance of their activities to the development, communication, and use of labor market information.

It was found that neither the public employment service nor the schools of the Bay area had resources sufficient to perform their asssigned duties effectively; they had deficiencies of expertise, sound administrative policies, and community consensus, as well as of funds and staff. Public employment agencies were directed to provide greatly expanded services to the disadvantaged, under recent manpower legislation, but were not serving these workers effectively, despite major changes in organization, staffing, and program. Moreover, additional service for this group was reflected in diminished services to better qualified applicants and to employers, resulting in the increasing use of private employment agencies in the more favored sectors of the labor market. The public schools were making little progress in meeting the enlarged responsibilities under recent educational legislation for occupational guidance and vocational preparation. Their counseling programs were found to be so impaired by shortages of resources that the provision of adequate occupational guidance received secondary consideration. Lack of insights into the realities of the labor market also hindered curriculum planning. It appeared, further, that both a lack of cooperation between placement agencies and the schools and the shortage of adequate labor market information were exacerbating the already difficult situation created by a general underfunding.

The major recommendation emerging from this research was that a greater effort be made to create a labor market information system in the Bay area. Only private employment agency managers believed that the information now received was adequate. The flaws in information were attributed to the lack of systematic surveys of the need for this information, its source, the gaps in information, and the costs of filling these gaps, as well as failure to marshall existing information resources into a coherent system.

With no basic shift in policy or any great increase in funds, the following improvements could be achieved, the researcher concluded: (1) The employment service could better coordinate federally supported manpower programs, develop procedures to allow local offices to cooperate within areas defined by employer recruitment practices, and make more use of modern electronic equipment for such operations as selection and training. (2) The schools could undertake studies to help counseling departments exert more influence on performance of various types of organizations and procedures; give students vocational guidance earlier in their school careers; and insure that students who are not progressing steadily possess both the basic skills for job entry and the potential for further training and career advancement.

2.1.02 DERRYCK ASSOCIATES, INC.
NEW YORK, N.Y.

CONTRACT 81-34-70-23

DENNIS A. DERRYCK

MODERNIZING SELECTION AND PROMOTION PROCESSES IN THE STATE EMPLOYMENT SERVICE

This study examined staff selection and promotion policies and practices in employment service offices in four cities. On the basis of his analysis of job functions and requirements, the researcher proposed modifications of existing selection criteria and strategies.

2.1.03 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

CONTRACT 81-23-68-37[2]

DR. RICHARD B. FREEMAN, DEPARTMENT OF ECONOMICS

ENGINEERS AND SCIENTISTS IN THE INDUSTRIAL ECONOMY

This study examined three aspects of the role of scientific-engineering personnel in a modern society. First, it looked at the effects of research and development (R&D) and related scientific-engineering activity on the performance of the economy, principally during the 1950's and 1960's. R&D was found to be significantly related to industrial growth, changes in productivity or prices, and changes in the mix of inputs. In the input-output table, the sales of R&D-intensive intermediate products increased more rapidly than those of other intermediate goods. The kinds of inputs purchased by R&D-intensive industries also changed especially rapidly. Thus R&D influenced the composition of both outputs and inputs in the economy.

Secondly, the demand for scientific workers in industry was investigated in detail. Estimated demand schedules showed a significant response of employment to salaries and output. By raising salaries, Federal R&D expenditures reduced scientific employment in nonaerospace and nondefense industries. As a result, despite an edge in scientists-engineers in proportion to population, the United States was found to trail several other countries in scientists and engineers doing civilian R&D.

Thirdly, the operation of industrial and occupational labor markets under conditions of R&D-induced (or other) technological change was considered. Here, it was found that: (1) The demand for workers was relatively inelastic while the supply, especially of young men, was very elastic in response to changes in occupations or industries. (2) Shifts in the industrial composition of the labor force accounted for a large proportion of the changes in occupational employment. A complete model in which occupational employment changes in response to changes in wages and industrial demands for labor accounted for 51 percent of the relative change and 65 percent of the absolute change in employment in 228 detailed census occupations between 1947 and 1969. (3) Changes in the supply of workers to occupations resulting from changes in the demographic-educational composition of the population significantly influenced salaries. A 1-percent increase in supply reduced salaries by approximately 0.8 percent. (4) Surprisingly, changes in the occupational mix of industries that result from substitution in response to rising wages were about as important quantitatively as changes due to unexplained technological shifts.

2.1.04 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

CONTRACT 81-24-66-32

DR. HARVEY M. CHOLDIN AND DR. GRAFTON D. TROUT, RURAL MANPOWER CENTER

MEXICAN AMERICANS IN TRANSITION, MIGRATION AND EMPLOYMENT IN MICHIGAN CITIES

This study investigated the social and economic adjustment of Mexican Americans who settled in eight counties in Michigan, in which the largest city was Grand Rapids. Plans to study Mexican American farmworkers still in the migrant stream had to be dropped. Data were obtained in interviews with 695 heads of Mexican American households and with 76 community officials and Mexican American community leaders in the study sites.

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[2] This study was cosponsored by the National Science Foundation.

As a pioneering study of Mexican American settlers in the Midwest (even the census does not contain separate data for Mexican Americans outside the Southwest), this report presents rich descriptive detail. A few highlights from the study are given here:

—Most of the Mexican American household heads had come to Michigan between 1940 and 1959, although one-fifth had been born there or had come before the age of 16 and almost as many had come between 1960 and 1967. Most had moved from small towns or medium-sized cities in Texas, but slightly more than half had been in the migrant stream at some time after reaching age 16.

—The median age on leaving Texas was 27 and, with an average of 5 years of schooling, they were among the better educated residents in their Texas communities. The main attraction in Michigan was the presence of relatives and friends—a process of chain migration. Most brought their own families with them, and their families were large: Three-fifths of the households consisted of 5 or more persons.

—Their greatest problem was finding low-cost rental housing for such large families. By the time of the survey, nearly 70 percent were buying houses and nearly one-fourth owned their homes outright. High homeownership probably contributed to stable residence in Michigan; 85 percent were either still in the community where they had settled or had moved only once.

—Advance information about the availability of jobs —usually from friends and relatives—was another major factor in moving to Michigan. About three-fourths of the men got their first Michigan job through direct application to the employer or through being told of a job by a friend or relative, and only 1 in 5 worked in an establishment where no other Mexican Americans were employed.

—On the first job in Michigan, over two-fifths of the Texas migrants who had last done farmwork became operatives (including drivers), as did over half of those who had been laborers in Texas. By the time of the survey, some further upward mobility had occurred. Five of every 8 were working as operatives (usually in a metalworking or automobile plant), 1 in 7 had become a craftsman, and only 1 in 10 still held a laborer's job (farm or nonfarm). But only 7 percent were in white-collar jobs.

—Median family income for male-headed families (90 percent of the sample) fell in the $7,000 to $10,000 range, including the wife's earnings in one-third of the families. The 69 female-headed families had a median income of between $3,000 and $4,000.

The researchers made over 20 recommendations for improving the process of migration and the welfare of the settlers and for further research. For example, they recommended continued experimentation with programs for teaching migrant fieldworkers the mechanical skills they would need for new occupations in agriculture. They also called for some redirection of employment service recruiting and placement efforts from interstate migrants to reach settled ex-migrants and members of their families who desire part-time farm employment. To upgrade employment, they recommended that job training programs with bilingual instructors of Mexican American background be conducted especially for Mexican Americans where feasible and that adult education focused specifically upon promotion among younger Mexican American employees be under the aegis of the employer.

2.1.05 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

CONTRACT 81-24-68-42

DR. B. F. CARGILL, DEPARTMENT OF AGRICULTURAL ENGINEERING, AND DR. G. E. ROSSMILLER, DEPARTMENT OF AGRICULTURAL ECONOMICS

FRUIT AND VEGETABLE HARVEST MECHANIZATION: TECHNOLOGICAL IMPLICATIONS; MANPOWER IMPLICATIONS; POLICY IMPLICATIONS (VOLS. 1, 2, AND 3, RESPECTIVELY)

The first two volumes of this study present papers that were prepared for two seminars. At the first seminar, agricultural engineers, horticulturists, and agricultural economists discussed various aspects of production technology in the fruit and vegetable industry. At the second, papers putting "Technology in Perspective" were supplemented by papers from economists, sociologists, and industry and labor representatives on the implications of changing technology for manpower and skill requirements.

The third volume, prepared by a five-member Task Force on Manpower, the principal investigators, and two consultants, analyzes the materials presented at the seminars and presents conclusions and recommendations on the nature and priority of policies, programs, and research.

The recommendations were shaped by the task force conclusions that: (1) Technological changes in the fruit and vegetable industry are occurring so fast that a central issue for all concerned is how to adjust to those changes with a minimum deterioration in the welfare of the participants; and (2) the manpower problems in the fruit and vegetable industry are in many ways synonymous with the manpower problems of agriculture in general and provide a good case study for inferences about manpower problems of the whole rural sector. The recommendations concerning hired farm labor focused on such problems as the seasonality of labor demand, low incomes, migration, the work environment, the loss of jobs in agriculture, and the needs for vocational training and for social legislation extending protection to farm labor. The recommendations concerning rural manpower problems and the adjustment of rural people to such changes as those brought about by mechanization dealt with the needs in rural areas for employment and other manpower services, economic development, and striking a socially desirable balance between technological innovation and the requisite social and economic adjustments.

2.1.06 NATIONAL ACADEMY OF SCIENCES —NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

CONTRACT 81-09-70-17[3]

ADVISORY COMMITTEE ON PROBLEMS OF CENSUS ENUMERATION

AMERICA'S UNCOUNTED PEOPLE, REPORT OF THE ADVISORY COMMITTEE ON PROBLEMS OF CENSUS ENUMERATION

This report presents the conclusions and recommendations of a committee established in May 1969 to study the problems underlying deficiencies in coverage in the censuses of population and in current census surveys. For example, the 1960 census failed to count an estimated 3 percent of the population and the undercount was apparently larger among certain population groups, particularly young black men. The report gives careful treatment to a major research concern of the Department of Labor—the limitations of household surveys caused by errors of nonresponse —and lays out a plan to undertake corrective research.

The committee found that the persistent hard work on the underenumeration problem by the Bureau of the Census had not produced enough evidence to warrant the assertion that being black makes a person less likely to be counted than, say, being poor or functionally illiterate, or even moderately wealthy and very mobile. Undercount estimates by age, sex, and race were not regarded as adequate guides for the design of research to improve census coverage.

Given the limited funding for support of completely new areas of research, the committee called for special efforts to bring about a more effective relationship between the technical staffs of the principal social data users and the principal data producers. This would also afford a direct link between research on substantive policy issues and research on the information base used in policy design and implementation. Furthermore, the committee argued that since underenumeration appears to be a problem of greatest importance to census users, the Census Bureau should not be expected to assume total responsibility for resolving the problem.

Consistent with these conclusions, the committee made specific recommendations for broadening enumeration-related research to emphasize the relationship between census-taking problems, such as underenumeration, and the social contexts in which censuses are conducted. It also called for the establishment of a cumulative, up-to-date register of all statutory uses made of census data for the purpose of allocating government funds and developing basic social services and for case studies of the way in which the data are used and the changes in allocation that would result if the data were adjusted to account for various hypothesized rates of census undercounting. Subsequent expansion of the register to cover other government uses and ultimately private uses of census data was also recommended.

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[3] This project was funded jointly with the Bureau of the Census and the Office of Economic Opportunity.

2.1.07 NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Contract 81–09–66–31

Note.—This item summarizes two separate studies completed under this continuing project (see 1.1.28).

1. Dr. Juanita Kreps, Professor of Economics and Dean of the Women's College, Duke University

Sex in the Marketplace: American Women at Work

This study reviewed the literature on women's labor force activity, examining when women work, at what jobs, and under what arrangement. The aim was to identify gaps in information, particularly information needed to resolve questions concerning equal rights for women.

The difficult research problem, the researcher found, was to separate the impact of demand for a particular occupational group from discriminatory practices by employers—a point illustrated in her summary of research on women employed as college professors.

Other questions for which she found unsatisfactory answers included: (1) To what extent do women's lower earnings reflect their need to put convenience of location or flexibility of hours above earnings and reflect discontinuities in the worklives of married women? (2) How are women's careers affected by early forced choices about acquiring job training or formal education, how many children to have, and whether to continue working during their childbearing years? (3) Why do women continue to offer an excess supply of a particular talent, such as elementary school teaching, and yet expect the salary for that job to keep pace with that in comparable jobs which are understaffed? (4) What steps do women take to avoid clerical jobs and instead enter the professions? (5) To what extent do the prospects for growth of the female labor force depend on the growth of female-dominated occupations? (6) From which groups of women are additional workers to be drawn? (7) Since the relative value of home work and paid work has not been established, how can families decide whether maximizing dollar earnings through the wife's work also will maximize her contribution to family welfare? (8) May the long-run social costs of enforced labor market activity for women who have no option—such as female heads of households or mothers of children in poor families—exceed the costs of providing income in lieu of market work? (9) What do differing degrees of acceptance of the women's liberation movement among different groups of women portend for labor force activity by women? (10) If more and more women enter the labor force, how will they and their families choose to divide the increased productivity among market work, home work, and leisure?

In short, the researcher suggested that the demand for removal of sex discrimination in the workplace is in reality a demand for much wider life-style options for women, which has implications for men's roles both in the home and in the job market.

2. Dr. Charles A. Myers, Professor of Industrial Relations, Department of Economics, and Sloan Fellows Professor of Management, Massachusetts Institute of Techology

The Role of the Private Sector in Manpower Development

This study evaluated the efficacy of the private sector in recruiting, training, motivating, and developing the skills of its work force. The researcher reviewed studies of training for most occupational levels, special training programs for the disadvantaged, and development programs for managers and executives. He also examined the role of the private-for-profit training schools and institutes, and the role of government in assisting private firms in their manpower training.

Private firms are the major source of trained manpower in the Nation's labor force, accounting for about three-fourths to four-fifths of employment in the nonfarm economy. The researcher noted that employers build on the educational and specific vocational preparation of their workers and that employees make investments in their own skill development by working for less pay in previous jobs or in apprenticeship programs in order to qualify themselves for better jobs.

The study showed that during periods of labor shortages, employers increase their investment in worker training and upgrading. Promotion from blue-collar to white-collar jobs with on-the-job training is rare, although it is a growing possibility for some positions.

The researcher endorsed public subsidies in offsetting additional training costs for disadvantaged employees. He also noted that considerable progress has been made by some unions in opening apprenticeship programs to minority group persons.

Nevertheless, the study pointed out that serious training problems remain. For example, the problem of skill obsolescence among engineers and technicians is an area of concern as is the problem of more effective utilization of professional and technical manpower.

2.1.08 NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

CONTRACT 81-11-71-03

DR. SAR A. LEVITAN AND LOWELL M. GLENN

REPORT, NEW MANPOWER RESEARCHERS CONFERENCE, OCTOBER 1970

This report describes the fourth in a series of annual conferences of doctoral candidates who have dissertation research grants from the Manpower Administration. These conferences are designed to provide opportunities for the candidates to discuss their work with each other and to meet senior manpower specialists. Thirty-nine candidates participated in the 1970 conference, together with four grantees who had received their Ph.D.'s and whose dissertations were discussed at the conference.

2.1.09 NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

CONTRACT 81-09-68-36

DR. LEONARD A. LECHT

POOR PERSONS IN THE LABOR FORCE: A UNIVERSE OF NEED

This study focused on the dimensions and characteristics of the universe of need: Poor persons with an actual or potential attachment to the labor force. Estimates were based on the Social Security Administration's definition of poverty income.

In prosperous 1966, the base year for the study, 7.9 million poor persons in the 16- to 64-year-old age group were working or looking for work. Over 4 million of them were employed for at least 50 weeks during the year, and a large majority of this number usually held full-time jobs. About 1.6 million poor persons who were not in the labor force were potential additions to the universe of need. They included discouraged jobseekers who would work if jobs were available, the physically handicapped who could be rehabilitated, women on welfare who would work if child care were available, and an estimated half million persons not counted in the census. Minority group members, persons who did not finish high school, and workers usually employed in service, farm, and laboring occupations were markedly overrepresented in the universe of need.

The universe of need was projected to decrease to slightly over 5 million by 1975. This estimate assumed that the gross national product (GNP) would grow at an average rate of 4.4 percent a year over the 1966–75 period, after allowing for price increases, and that productivity measured in GNP per man-hour would increase by an annual average of 3 percent. It was also assumed that income maintenance and manpower programs would complement economic growth in reducing the size of the poverty population.

The dimensions of the universe of need greatly exceed the capacity of current manpower programs, it was found. Furthermore, removing the handicaps which perpetuate the poverty of many workers calls for new directions in training programs and supporting services, the researcher concluded. He suggested a large-scale expansion of upgrading training; sizable increases in services such as remedial education and adequate child-care arrangements for working mothers; enlarging the range of occupations in which training is offered, especially in nonprofessional jobs related to health, in the technician occupations, and in skilled and semiskilled jobs in construction; and job restructuring, to separate out the more routine aspects of professional and highly skilled occupations into new occupations of lesser skill.

2.1.10 NEWARK COLLEGE OF ENGINEERING
NEWARK, N.J.

CONTRACT 81-32-69-14

DR. ROBERT KIEHL, FOUNDATION FOR THE ADVANCEMENT OF GRADUATE STUDY IN ENGINEERING

OPPORTUNITIES FOR BLACKS IN THE PROFESSION OF ENGINEERING

This study examined educational and employment opportunities for Negroes in engineering. Enrollment information was obtained by questionnaire from colleges that enroll over half of the U.S. engineering students and from slightly more than half of the 680 technician training schools contacted. Deans of 6 of the 7 black colleges offering engineering provided supplemental data in interviews. Employment data were obtained from 103 black engineers and 45 black technicians who were graduated from the institutions in 1968 and 1969.

The study found about 750 blacks among an estimated 40,000 B.S. egineering graduates in June 1970. Almost half of the blacks attended the predominantly Negro colleges offering engineering. Although the number of black engineering students has risen little in the last 7 years, these students constituted a higher percentage of the 1969–70 freshman and sophomore engineering classes in predominantly white colleges. This was attributed to the special programs that some colleges have set up recently to attract and retain minority youth.

The technician training institutions reported 993 (4.6 percent) black students in the final year of the programs. Based on this figure, the researcher estimated there were 1,500 to 2,000 black graduates of the technician programs in June 1970.

Administrators of colleges and technician schools reported a growing demand for blacks in engineering. Among the reasons given for the relatively small number of blacks in engineering were little knowledge of the profession and poor employment opportunities in the past. Poor preparation and career guidance in high school were also blamed.

Most of the black engineers and technicians contacted liked their jobs. Many of them believed, however, that they had been hired to fill some quota and foresaw limited progress in the firm.

The researcher's recommendations for increasing the numbers of Negro engineers and technicians included: (1) Industry sponsorship of black engineering students along with summer and other vacation employment and a job offer upon graduation; (2) industry support of supplemental guidance programs in the secondary schools; (3) government and college support of expanded special programs to attract minority youth to technical and engineering education; (4) continued government support of predominantly black colleges offering engineering; (5) association between black and white schools for an exchange of ideas between student, faculty, administration, and placement personnel; and (6) requirement for maintaining statistics on students by race in engineering and technician schools.

2.1.11 THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

CONTRACT 81-37-70-18[4]

NOTE.—This item summarizes three separate studies completed under this continuing project (see 1.1.31).

1. FREDERICK A. ZELLER, JOHN R. SHEA, ANDREW I. KOHEN, AND JACK A. MEYER, CENTER FOR HUMAN RESOURCE RESEARCH

CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOL. II

This report analyzed changes in the educational and labor market status of young men during the 12 months between the first survey in 1966 and the second in 1967.

Leaving school was the most important single reason for an increase in labor force participation and a decrease in the unemployment rate for the young men between the two surveys, although the decrease in unemployment was sharpest for those who had worked while in school. The mere process of maturation—with all that it implies for knowledge, skills, attitudes, and experience—evidently also enhanced the young men's success in the job market.

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[4] Formerly contract 81-37-68-21. The Bureau of the Census draws samples and collects and tabulates the data. Ohio State prepares the data collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report covering all of the surveys.

Nearly two-fifths of the young men who were out of school and employed at both survey dates changed employers between 1966 and 1967, and about one-fifth of those who remained with the same employer changed to another occupation. Overall, these changes were regarded as evidence of a healthy flexibility that permits the correction of early mistakes and improvements in status.

The findings underlined the seriousness of unrealistically high educational aspirations of young men. Only half of the black high school seniors in 1966 who aspired to 16 or more years of education were actually in college in 1967. Still, as many young men who were in high school both years raised their educational aspirations between the two survey dates as lowered them.

2. ANDREW I. KOHEN AND HERBERT S. PARNES, CENTER FOR HUMAN RESOURCE RESEARCH

CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH, VOL. III

This volume was a brief progress report on the magnitude and patterns of change in the educational and labor market experience and educational and occupational goals of young men between 1966 and 1968, the dates of the first and third surveys of this cohort.

As the young men made the transition from school to work, their occupational aspirations changed considerably. Nearly half of those who left school in 1966 had revised their goals by 1968, reflecting in part the unrealistic aspirations held by many students. Despite some lowering of the occupational and educational aspirations of those remaining in school, many, particularly Negroes, still had unrealistically high aspirations.

The unemployment rates of school leavers and those out of school in both years declined more between 1966 and 1968 than did those of young men who were students in both years. Thus, although the transition from school to work often entails difficult work adjustments, it brings a decline in unemployment rates. Part of the drop in unemployment rates was attributed to increasing age and experience, particularly among high school graduates.

In the 1968 survey, the color differential in unemployment rates persisted. The unfavorable rate for Negroes was more the result of the repetitiveness of their unemployment than its duration; one-fifth of the Negroes, but only one-twentieth of the whites, who were out of school at the three survey dates had three or more spells of unemployment during this period.

3. JOHN R. SHEA, ROGER D. RODERICK, FREDERICK ZELLER, AND ANDREW I. KOHEN, CENTER FOR HUMAN RESOURCE RESEARCH

YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN, VOL. I.

This report on the first (1968) survey of young women 14 to 24 years of age described the basic social and demographic characteristics of the respondents, their employment and unemployment experience, and their educational aspirations.

The survey confirmed that young women with more schooling have superior labor market experience. But it also provided new evidence that young women who take typing and shorthand in high school, occupational training outside the regular school system, or hold trade or professional certificates fare better in the labor market than others.

The survey also highlighted the difficulties of unmarried young women who have children, who had low rates of labor force participation and high rates of unemployment. Many were school dropouts who were inadequately prepared for employment, and their child-care responsibilities apparently further limited their employment opportunties.

The higher unemployment rates for Negro than white girls were attributed to the Negroes' lower educational attainment, higher proportion of unmarried mothers, and smaller proportion with typing and (especially) shorthand. About the same proportions of Negro and white young women had taken occupational training outside the regular school system.

As among the young men, the young women tended to have unrealistically high educational aspirations. Thus, about 7 out of 10 of the 14- to 17-year-old girls —Negro and white—who were enrolled in school desired some postsecondary education, whereas only about 2 in 5 of the 18- and 19-year-olds were actually attending school—and many of those were still in high school.

2.1.12 THE PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

CONTRACT 81–40–68–12

DR. JAMES S. HOLT, DR. REUBEN W. HECHT, AND DR. NEIL B. GINGRICH, DEPARTMENT OF AGRICULTURAL ECONOMICS AND RURAL SOCIOLOGY

AGRICULTURAL LABOR IN THE NORTHEAST STATES; AGRICULTURAL LABOR STATISTICS WITH SPECIAL REFERENCE TO THE NORTHEAST STATES (A STATISTICAL SUPPLEMENT)

This study analyzed existing data on factors affecting the demand and supply of farm labor in the 13 Northeastern States, the welfare of farmworkers, and the operation of the farm labor market. Agricultural labor force statistics were critically reviewed, and changes in the techniques of gathering and disseminating data were recommended.

The farmwork force was found to be a small and dwindling component of total regional employment. As rural workers have become more mobile and industry more decentralized, agriculture has faced greater competition in Northeastern labor markets. Northeastern agriculture has also faced competition from other agricultural production centers; agricultural production has increased less rapidly and changes in production methods have proceeded more slowly in the Northeast than in other regions where conditions are more favorable for adaption of innovations. The Northeast is specialized in such production as livestock, dairy, vegetables, fruits, and nursery products, which have not had as large gains in productivity as other farm products. Whether technological developments result in the mechanization of agricultural production in the Northeast or in shifting production to other regions, farm manpower requirements in the Northeast will continue to decline, although slowly, the researchers concluded.

Northeastern farmers have had difficulty in recruiting and retaining workers because of a growing farm-nonfarm disparity in earnings, working conditions, fringe benefits, and stability of employment. Moreover, farmworkers still do not have equal protection under wage and hour, unemployment insurance, workmen's compensation, and collective bargaining legislation. For the permanent farmwork force, the informal structure of the labor market in the Northeast has posed an additional problem. However, the researchers found no evidence of a shortage of skilled agricultural workers in the Northeast.

The development of policies and programs to improve the operation of the farm labor market has been hampered by the lack of adequate statistics and gaps in research. Five areas for further research were identified. On statistics, the authors found that differences among the various series in definitions, coverage, sampling, and estimating procedures prevent the drawing of an accurate and meaningful statistical picture of the farmwork force. Relatively little is known about the composition, employment, and unemployment of the agricultural labor force compared with other segments of the labor force, and information on farm job openings is lacking. The authors recommended a number of improvements in the gathering and dissemination of labor market statistics, some of which depend on enlarging the operating role of the employment service in rural areas.

2.1.13 UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

CONTRACT 81–40–69–13

ANN R. MILLER AND SUSAN KLEPP, POPULATION STUDIES CENTER

OCCUPATIONS OF THE LABOR FORCE ACCORDING TO THE DICTIONARY OF OCCUPATIONAL TITLES

This research explored the relationship between the two major occupational classification systems used by the Federal Government: (1) The *Dictionary of Occupational Titles* (DOT), used by the U.S. Training and Employment Service to identify and describe workers' occupations and the characteristics of workers in these occupations; and (2) the system used by the Bureau of the Census in classifying the occupations of workers reported in various census household surveys.

In this first attempt to use the DOT as a classification tool for comprehensive labor force data, members of the experienced civilian labor force, as reported in the October 1966 Current Population Survey, were classified by occupation as defined in the DOT. Tabulations showing demographic characteristics (for example, age, sex, color, and education) of persons classified in the major DOT categories and the larger subcategories were also prepared. Thus, the research provides a basis for comparing occupational data collected by the Department of Labor on placements, job orders, insured unemployment, and job vacancies with census data on the occupational distribution of the entire work force.

The study included a cross-tabulation, at the major group level, of data classified by both the census and DOT occupational systems. Sharp differences occurred in the classifications of production or "blue-collar" workers because the three traditional census classifications—(1) craftsmen, foremen, and kindred workers; (2) operatives and kindred workers; (3) laborers, except farm and mine—were spread among five DOT groups based on type of work within the production function—processing, machine trade, benchwork, structural work, and miscellaneous. On the other hand, the two systems were highly comparable for such groups as professional, technical and kindred workers, farmers, and clerical and salesworkers.

The study also compared the educational requirements for occupations with the educational attainment of workers in those occupations. Few similarities were found outside the professional, technical, and managerial, farming, and machine trades occupations. Considerably less than half of all workers were in jobs that require more than an elementary education, according to the DOT classification. Nevertheless, well over half of those in every occupational category had at least some high school. Despite their limitations, the data further support the conclusion that hiring standards are more a function of a set of social values than of actual occupational requirements.

Workers in each of the DOT major groups were further classified by the degree to which their job duties were related to data (information, knowledge, conceptions), people, and things (such as materials or equipment). The resulting data facilitate understanding of the relationship between the two systems.

The research also developed a conversion between the occupational classification coding structures of the 1960 Census of Population and the *Dictionary of Occupational Titles*. The conversion is available on computer tape which contains the number (weighted sample frequencies) of persons in the October 1966 Current Population Survey falling into each specific combination of a three-digit census code and a nine-digit DOT code, with a zero entry for combinations in which no persons in the sample were reported.

When materials for updating the conversion to include the 1970 Census of Population occupational classification system become available, the interagency Occupational Classification Committee plans to issue a new report on convertibility and a new tape will probably be prepared.

2.1.14 PLANNING RESEARCH CORP.
MCLEAN, VA.

CONTRACT 81–05–68–06

DR. NORMAN JONES AND OTHERS

COST-BENEFIT PROGRAM SUPPORTIVE SERVICES

This project yielded two reports. The first, *A Model For Manpower Training Evaluation*, established a framework for estimating how the kind of manpower services, the characteristics of persons to be trained, and the size of the training budget contribute to increasing the earnings potential of trainees. Implementation of the model would be impeded by the lack of necessary data and by the fact that current manpower trainees are not representative of the manpower training target population, the researchers concluded. The report also noted that until a consensus is reached on the relative importance of various objectives and benefits of manpower training, discussions of an optimum allocation of funds are without meaning. The report also identified data gaps and useful areas for further research. In particular, the study recommended that a sample of trainees be surveyed to determine the amount of services provided, that analyses concentrate on earnings changes before and after training, and that a modified financial reporting system be considered.

The second report, *Social Security Data: An Aid to Manpower Program Evaluation*, assessed the usefulness of Social Security Administration (SSA) earnings records as a source of followup information and tested the conclusions of the contractor's 1967 study that compared institutional and on-the-job training. The researchers concluded that the best use of social security data is for earnings comparisons between two or more groups of trainees, provided the groups do not include large numbers of persons who have jobs not covered by social security. SSA earnings data were used to recalculate the earnings gains of institutional and on-the-job trainees and to compare these earnings with those of a control group selected from SSA records. The SSA data showed that the training groups as a whole enjoyed a substantially larger gain in earnings than did the control group and that institutional trainees experienced a significantly greater gain in earnings than did the OJT group. The earnings gains, which were adjusted for age, sex, and race, are summarized below.

	Annual earnings		*Increase*	
	Before training	*After training*	*Dollars*	*Percent*
Institutional	$1,760	$2,851	$1,091	62.0
OJT	1,686	2,334	648	38.4
Control	2,133	2,617	484	22.7

2.1.15 YALE UNIVERSITY
NEW HAVEN, CONN.

CONTRACT 81–07–69–22

DR. M. HARVEY BRENNER, DEPARTMENT OF EPIDEMIOLOGY AND PUBLIC HEALTH, SCHOOL OF MEDICINE

TIME-SERIES ANALYSIS OF RELATIONSHIPS BETWEEN SELECTED ECONOMIC AND SOCIAL INDICATORS; VOL. I, TEXT AND APPENDICES; VOL. II, DETAILED GRAPHIC ANALYSES

Using a number of techniques of time-series analyses, including Fourier analysis, this study analyzed relationships between economic change and variety of measures of social change in New York State and the United States as a whole. Economic change was defined in terms of fluctuations in employment, unemployment, and earnings. The related social indicators were in the areas of health and mortality, crime and corrections, family life, and mobility.

Strong and consistent relationships were found between short- and long-term changes in economic activity and a number of indexes of social functioning. It was determined, for example, that economic downturns were closely associated with increased mortality from heart disease and, conversely, heart disease mortality decreased during economic upturns. Although the data did not permit confident interpretations of the basis of the relationship, it was hypothesized that the linkage was due to both changes in psychophysiologic stress and in the availability of medical care.

Recommendations for further research stressed the need for more focused study of the areas where significant relationships were obtained, incorporating additional variables in a way that might help untangle the obviously complex linkages between economic and social change.

2.2 PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971—
Research Contracts Under the EOA and the SSA

2.2.01 FORDHAM UNIVERSITY
BRONX, N.Y.

CONTRACT 41–7–010–34

DR. MARY G. POWERS, DR. GERALD M. SHATTUCK, AND DR. CHARLES ELLIOTT, DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

THE JOB SUPERVISOR'S ROLE IN NEIGHBORHOOD YOUTH CORPS PROGRAMS FOR OUT-OF-SCHOOL YOUTH

This study examined the role of the Neighborhood Youth Corps (NYC) job supervisor, usually a regular employee of the NYC sponsor (such as a municipal agency or a public hospital) and in close contact with the out-of-school enrollee. The study compared job supervisors' conception and performance of their jobs with the expectations of NYC enrollees and the sponsoring agencies. Data were obtained through observations of NYC out-of-school job supervision at different types of job sites in New York City and interviews with job supervisors, enrollees, and NYC staff.

The results suggested that a single consistent set of expectations did not exist. Supervisors varied considerably in both their conception of the program's basic goals and their emphasis on an educational, in contrast to a job training, function. Job supervisors and enrollees generally agreed on the dimensions of the supervisory role: In terms of performance, both supervisors and enrollees reported that supervisors did a considerable amount of counseling, but in terms of expectations, enrollees emphasized the counselor, advisor, friend aspects of the role, whereas the job supervisors emphasized its routine supervisory aspects. Most supervisors appeared to accept the supervisory role as they perceived it; at least, 94 percent said they were willing to continue their relationship to the program.

2.2.02 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

CONTRACT 41–7–004–09

DR. REGIS H. WALTHER, MANPOWER RESEARCH PROJECTS

A STUDY OF THE EFFECTIVENESS OF SELECTED OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS PROGRAMS, PHASE III (A STUDY OF NYC-1 PROJECTS)

This project compared the effectiveness of selected out-of-school Neighborhood Youth Corps (NYC) projects in Pittsburgh, Pa.; Cincinnati, Ohio; Durham, N.C.; East St. Louis, Ill.; and St. Louis, Mo., in facilitating the adjustment of enrollees to the world of work and to the community environment. There were six components: (1) A Retrospective Study, (2) a Prospective Study, (3) a Termination Study, (4) a Clerical Co-op Study, (5) an Accelerated Learning Experiment Study, and (6) a Measurement of Work-Relevant Attitudes Study.

The primary hypothesis that the NYC programs had helped enrollees achieve satisfactory adjustment to life and work was not confirmed. An early conclusion that the NYC seemed to be most effective with Negro women was not supported by later data. First-round interviewing in the Retrospective Study showed that female, but not male, subjects in the experimental group had significantly less unemployment than comparable controls. In the second round of interviewing, however, both men and women in the experimental groups were found to be more self-supporting than control group members.

Although there was no clear evidence that the NYC effectively enhanced the employability of the average enrollee, there was evidence that some program components had a significant effect. For example, in the Clerical Co-op Study, formal skill training, worksites with training and employment opportunities, job development, and job placement assistance appeared to be associated with increased post-NYC employment. The Accelerated Learning Experiment Study suggested that three levels of remedial education should be offered to trainees, with appropriate opportunities for the enrollees to progress from one level to another. In the Measurement of Work-Relevant Attitudes Study, it was found that attitude questions differentiated on the basis of sex, race, and school status with the largest proportion of the variance associated with school status. A factor analysis suggested that three underlying dimensions related to work attitudes were optimism, self-confidence, and unsocialized attitudes.

Many of the findings helped shape the redesign of the Neighborhood Youth Corps programs in early 1970. The researcher is now studying the new programs (see 1.2.11).

2.2.03 THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

CONTRACT 41–9–001–09

DR. REGIS H. WALTHER, SOCIAL RESEARCH GROUP

A STUDY OF NEGRO MALE HIGH SCHOOL DROPOUTS WHO ARE NOT REACHED BY FEDERAL WORK-TRAINING PROGRAMS

This study investigated the characteristics of Negro male high school dropouts that might inhibit their participation in Federal work-training programs. Data were obtained during the summer of 1969 in interviews with approximately 300 young Negro men in Baltimore and St. Louis who had dropped out of high school in the 1966–67 academic year and were believed not to have availed themselves of Federal work-training programs. One-fourth of the original sample were in military service, jail, a hospital, or dead, and 17 percent could not be found.

At the time of the interviews, approximately 2½ years after the young men had dropped out of school, no more than half had made a good employment adjustment or were regarded as being capable of doing so. The need for employability assistance was not limited to those eligible for the programs under poverty guidelines nor to those under age 20, as had been expected. Because nearly 90 percent of the men had held at least one job—and the average was three—since dropping out of school and because they rarely attributed leaving a job to low wages or the termination of the work, the researchers concluded that the young men's unemployment was due primarily to a lack of fit between the subject and the job. For example, nearly 40 percent wanted in 10 years to be in executive or managerial positions, in business for themselves, or in professional work, but none reported any experience in these fields and most were far down the occupational ladder from these goals. Only 27 percent reported that their chances of achieving their goals were "not so good" or "unlikely" and only 38 percent believed that lack of education or training would deter them, suggesting immaturity and lack of realism.

The young men's failure to participate in the Neighborhood Youth Corps and MDTA training programs was traced primarily to the fact that less than one-third of those most in need of assistance had ever heard of these programs, although a number who knew about them indicated they did not want what the programs offered. Nearly all the men knew about the Job Corps, and nearly half offered reasons for not using it.

The researchers recommended greater use of media announcements about manpower programs and better counseling for Negro youth through the schools and the employment service. They also suggested certain changes in training programs to put more stress on career opportunities than simply on "a job" and to develop not only job skills but skills, such as the management of self, that enable an individual to function effectively on the job.

2.2.04 THE ROBERT F. KENNEDY MEMORIAL
WASHINGTON, D.C.

CONTRACT 41–9–006–09

DR. FREDERICK ADRIAN SIEGLER

ON HUSTLING

This study developed information regarding the extent and nature of casual income-producing activities in the ghetto as alternatives to career employment opportunities. The study was conducted through informal interviews in the ghettos of three large cities during the summer of 1969.

2.2.05 BUREAU OF LABOR STATISTICS U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

CONTRACT 41-0-001-09

VERA C. PERRELLA

STUDENTS AND SUMMER JOBS; YOUNG WORKERS AND THEIR EARNINGS

This two-part report on a survey of the summertime employment of students and of young workers' earnings, made in October 1969, indicated that 6.1 million students 16 to 21 years old entered the labor force for summer jobs during 1969. This number greatly exceeded the net increase of 3.7 million shown by the monthly labor force figures for the comparable group during that summer. In addition, another 3.5 million students had jobs not limited to the summer, so that altogether, 80 percent of the 12.1 million persons in this age group who were enrolled in school at the time of the October survey had been in the labor force that summer.

Roughly half of the students who entered the labor force for summer work were 16- and 17-year-olds—about half of all youth of these ages. Their greater youth and inexperience relative to the 18- to 21-year-olds posed special problems, particularly for the Negro youth. Almost 1 of every 5 of the younger group, compared with 1 of every 9 or 10 of the older group, never found a summer job. And nearly one-fourth of the 16- and 17-year-olds attributed their failure to find work to the fact that employers thought they were too young. Nearly half of the nearly 1 million students of all ages who could not find work said no jobs were available. Only 1 in 8 turned down a job because it was too hard, they did not like the kind of work, the pay was too low, or the hours were not suitable.

Three-fifths of the students who had jobs worked more than 2 months during their summer vacations, with the older students and the men more likely to work as long as 9 weeks. Two-thirds of those who worked put in a full workweek, with the younger ones and the women more likely to be working less than 35 hours. Among the part-time workers, nearly one-third reported they wanted but could not find full-time work. This proportion was almost 40 percent among men and among Negroes.

Over half of the men found summer jobs as laborers (farm and nonfarm) or as service workers; about one-fifth were white-collar workers and about the same proportion were craftsmen or operatives. Nearly half of the women were in white-collar jobs and almost two-fifths in service jobs (including private households). Relatively more of the Negro than of the white women were in clerical occupations, perhaps reflecting more extensive participation by Negroes in various manpower programs.

Nearly one-fifth of the students who held wage or salary jobs earned less than $100 during the summer, and about one-fourth earned $700 or more. Relatively more men than women and more whites than Negroes were in the higher earnings brackets. The 16- and 17-year-old students earned less than their older fellow workers, mainly because the older ones tended to work longer hours and more weeks.

The second report on the survey covers the hourly rates of pay and the school and employment status of all 20.1 million of the 16- to 21-year-olds as of October 1969. At that time, the student labor force had shrunk to less than half its summer level of 9.6 million (including both those in the labor force for summer only jobs and those working during the summer at longer-term jobs). In October, only 39 percent of the 12.1 million students were in the labor force, compared with 72 percent of the 8 million nonstudents. The respective unemployment rates were 11.8 and 9.6 percent, representing 563,000 students and 556,000 nonstudents.

Like summer earnings, median hourly rates of pay rose with age (from $1.58 at ages 16 and 17 to $2.18 at ages 20 and 21) and were lower for women ($1.77) than for men ($1.93) and for Negroes ($1.73) than for whites ($1.86). There was also a substantial difference between students' and nonstudents' pay rates ($1.66 and $2.07, respectively), because of differences in age, occupation, industry, and weekly hours of work. The importance of part-time job opportunities for students is evident; 9 percent of the unemployed nonstudents said that lack of work had caused them to leave school and 30 percent of the unemployed students reported difficulty in meeting school expenses.

The data shed little light on the argument about whether the minimum wage affects employment of young people. Thus, although 26 percent of the employed youths were earning less than $1.60 an hour, 23 percent of the 16- and 17-year-olds were earning $1.75 or more, indicating that some employers were willing to pay even the youngest workers more than the legal minimum.

The wage expectations of the unemployed and potential labor force entrants (not in the labor force at the time but intending to look for work within 6 months) were not out of line with the wages earned by the employed, indicating a good knowledge of the job market. The unemployed who had quit their jobs gave reasons for doing so that did not suggest either unwillingness to work or unrealistic expectations. And the few who had turned down jobs since they started their current search for work gave such reasons as low pay, inconvenient hours (mostly students whose school schedules conflicted), not liking the kind of work, or transportation problems. Even among the nonstudents who were not in the labor force, very few said they did not want to work. The majority of the women gave family responsibilities as their reason for not working or looking for work, and about half of the much smaller number of men cited ill health or disability, imminent entrance into military service, and attendance at special schools for occupational training. Thus, on the whole, the study portrays a group of young people who are both strongly work-oriented and fairly realistic in their expectations.

2.2.06 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

CONTRACT 41–8–002–24

DR. ROBERT L. KAHN AND DR. ROBERT QUINN, SURVEY RESEARCH CENTER

TURNOVER AND TRAINING: A SOCIAL-PSYCHOLOGICAL STUDY OF DISADVANTAGED WORKERS

This study compared the experience of two groups of disadvantaged workers employed by a multi-plant manufacturing company in a northern metropolitan area: Trainees who participated in a federally supported vestibule training program for several weeks before being assigned to entry-level jobs and direct hires who were assigned to comparable jobs without vestibule training. Both groups were composed mainly of young black men with about 10 years of schooling who had been "hard-core unemployed." The principal study data were obtained by personal interviews, focusing on attitudes toward the training program and/or job and toward work in general, measures of self-confidence and personal efficacy, and beliefs concerning racial matters.

The study cited the following results of the investigation:

1. The termination experiences of the two groups indicated that the vestibule training had no effect on job retention.

2. Over two-fifths of the direct hires terminated their employment within 6 weeks. Factors differentiating between relatively long and short tenure groups included difficulty in getting relieved of disliked assignments, excessive rotation among work stations, conflicting demands of supervisors, boring or otherwise unpleasant tasks, and shiftwork. Demographic and background characteristics were far more apt to distinguish between the two tenure groups than were personality variables.

3. About three-fourths of the trainees completed the training program; most of the others reportedly were discharged, usually for excessive absenteeism and tardiness. Characteristics of the training program were found to be virtually unrelated to turnover. Of the measures of trainees' attitudes, only those toward adapting to time schedules demonstrated any relation to termination.

4. The training program appeared to have at least modest effects on job and job-related attitudes. The most notable changes involved attitude toward time, the intrinsic importance attributed to work, and feelings of personal efficacy regarding achievement. Participation in training may also have heightened trainees' preferences for jobs permitting a high degree of autonomy.

The researchers drew qualified inferences about what features of the training program may have limited achievement of its overall purpose. These conjectures include such points as ambiguity of goals, unrealistic training objectives, restrictions imposed by training contract provisions, excessively large enrollment, limited expertise, and discontinuities between training and work situations. They also questioned whether any training program could markedly reduce turnover among disadvantaged workers, since turnover depended largely on features of the jobs and fairly fixed characteristics of trainees' backgrounds. If this view is substantially correct, the attack on problems of the disadvantaged should shift toward various strategies to modify the character of jobs and the work environment in order to meet the distinctive needs of these workers.

2.2.07 NEW YORK UNIVERSITY
NEW YORK, N.Y.

Contract 41-8-006-34

Dr. Raymond A. Katzell, Dr. Robert B. Ewen, and Dr. Abraham K. Korman, Department of Psychology

The Job Attitudes of Workers from Different Ethnic Backgrounds

This exploratory study compared the job attitudes of about 650 black and white male employees performing comparable entry-level blue-collar jobs in seven companies in the Northeastern United States. The sample consisted of companies that were willing to cooperate and had enough such employees for analysis.

On the whole, both black and white employee groups expressed fairly positive attitudes toward their jobs, with somewhat greater satisfaction regarding the nature of their jobs and supervision and lesser satisfaction with pay and promotional opportunities. Although black employees were slightly more satisfied than were white employees, job attitudes were neither closely nor consistently correlated with race.

Supervisory ratings of work performance were found to bear a modest and direct relationship to job satisfaction for both groups. Perhaps the most notable finding was the relatively higher value placed on promotion by black employees.

Recommendations for further research stressed securing similar data from larger and more heterogeneous samples of employees, representing both a greater diversity of socioeconomic backgrounds and a larger variety of work organizations.

2.2.08 THE WRIGHT INSTITUTE
BERKELEY, CALIF.

Contract 51-05-69-04

Dr. Edward M. Opton, Jr.

Factors Associated with Employment Among Welfare Mothers

This study was to explore the question of why some mothers receiving Aid to Families with Dependent Children (AFDC) are able to become self-supporting while others cannot do so. However, it was impossible to find enough who had earned their way to financial independence in Contra Costa County, the site of the study. Instead, the study investigated the social and family situation, jobseeking methods, assistance from government agencies, self-concept and values, and personality of 75 AFDC mothers (twice as many refused to participate) classified by current employment status and work history.

Four characteristics distinguished the mothers with inferior employment records: They were more likely than their more successful counterparts to be Negroes, to be immigrants from the South, to have had a child or children when they were in their teens, and to have been deserted by the children's father. In addition, the researcher found that all of the AFDC mothers could have benefited from simple, comprehensive, objective information on how taking a job would affect their finances, because they knew very little about making the necessary calculations and hence based their decisions on what had happened to friends and relatives.

2.3 PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971 [5]—Development Contracts and Grants Under the MDTA and the EOA

2.3.01 ARIZONA STATE UNIVERSITY
TEMPE, ARIZ.

CONTRACT 43–8–014–13

PARTICIPANT-OBSERVER METHODOLOGY

A persistent problem in action research is how to retrieve useful information from an ongoing, changing, service-delivery organization. The usual methods of laboratory research are often inapplicable, both because of the impossibility of holding some inputs unchanged while varying others and because of the need to change strategies in response to unforeseen problems. Among the tools available in such circumstances is the use of one or more participant-observers. This is an analysis of the participant-observer experience of a team at Arizona State University which was under contract to conduct a long-term evaluation of the Phoenix Concentrated Employment Program.

The report identifies these strengths of the technique: (1) The closeness of the participant-observer to the organization under study yielded a wealth of first-hand data not ordinarily obtainable through traditional means; (2) a greater depth of understanding and insight was obtained; and (3) the participant-observer was more likely to obtain a true picture of the program than would have been obtained through traditional means. Weaknesses of the technique are: (1) The great amount of time required to assess program components; (2) difficulty of assuring uniformity of data, especially when more than one observer is employed; and (3) the inherent conflict between the role of participant-observer and that of evaluator, the former calling for restraint and the latter for judgment.

The major issue, however, is seen as whether findings are not only fed back but utilized, and optimal benefit is seen as achievable only when planning includes an innovative approach to reporting and feedback structure designed for the maximum utilization of evaluation findings on the local level.

The report includes sections on the theory of participant-observation, techniques, difficulties and obstacles, and recurring issues, and an annotated bibliography.

2.3.02 BOYS RESIDENTIAL YOUTH CENTER
NEW HAVEN, CONN.

CONTRACT 82–07–66–64

THE BOYS RESIDENTIAL YOUTH CENTER (EFFECT OF INNOVATIVE SUPPORTING SERVICES IN CHANGING ATTITUDES OF "HIGH RISK" YOUTH)

An inner-city residential youth center was established for housing those "high-risk" youth who were not being reached by existing manpower programs. Using an indigenous nonprofessional staff and working intensively with families, this project was able to effect significant behavioral changes in 16- to 21-year-old male youth who were subsequently enrolled in manpower programs.

This report is a "how-to-do-it" manual, which includes sections on how staff worked together and how the institution won community acceptance.

2.3.03 BUSINESS AND INDUSTRIAL COORDINATING COUNCIL (BICC)
NEWARK, N.J.

CONTRACT 82–32–67–31

SKILL ESCALATION AND EMPLOYMENT DEVELOPMENT: PROJECT SEED

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[5] Includes selected projects completed during fiscal years 1969 and 1970.

From ghetto recruiting to job placement followup, Project SEED was centrally planned, organized, and carried out by a cooperating group of local businessmen, civil rights leaders, and labor union representatives, organized into BICC. A skill escalation center provided short-intensive training for metal trades along with remedial education. Part-time prevocational programs for a variety of occupations were sponsored and funded by business and industry and took place on company premises. Any applicant was accepted unless he had serious psychological problems. Arithmetic and English were scaled to the needs of the trainees who averaged 22 years of age and a 6th-grade educational level. All SEED programs stressed self-motivation, self-worth, and employment orientation, and through these elements they were able to counteract much of the trainees' disbelief and hopelessness.

The SEED experience led its sponsors to conclude that: (1) "Unemployables" can be trained in short intensive periods for entry-level jobs; (2) standard, traditional tests are not meaningful for the disadvantaged and do not predict employment success; (3) industry will become involved if the training meets their approval and needs; and (4) a job must be available at the end of the training.

2.3.04 CALIFORNIA NURSES' ASSOCIATION SAN FRANCISCO, CALIF.

GRANT 92–05–68–02

STUDENT NURSES' ASSOCIATION OF CALIFORNIA RECRUITMENT PROJECT

This is the final report of a project undertaken by the Student Nurses' Association of California to develop, prepare, and distribute current nursing career material for use by high school students and high school and junior college counselors when they are making career decisions on nursing occupations, with particular emphasis on recruiting high school youth from minority groups into nursing.

2.3.05 CHICAGO CONFERENCE ON RELIGION AND RACE CHICAGO, ILL.

CONTRACT 82–15–68–51

TRI-FAITH TRUCKING TERMINAL EMPLOYMENT PROJECT, FINAL REPORT, JULY 1, 1968–DECEMBER 31, 1969

This report deals with a project conducted by a nonprofit social service agency, in cooperation with Associated Truck Lines, Inc., one of the Nation's largest interstate carriers. To improve hiring procedures and reduce turnover among new truck terminal dockworkers, the project developed and tested means for providing pre-employment preparation, on-the-job training, job placement, and post-placement support to inner-city minority group men.

The major finding was that those men the industry has considered unqualified appear to be more reliable dockworkers than those who have usually been deemed qualified. High school graduates had a higher dropout rate than nongraduates from the training program and men who scored lower on a standard verbal personnel test had a higher job retention rate than men who scored higher. It was also found that the traditional "casual labor" policy in the trucking industry leads to high turnover. In addition, the report discusses the evolution and final structure of the project's 20-workday training cycle and the procedure by which the employer was compensated for time the trainees spent at orientation, counseling, and evaluation sessions.

2.3.06 CITIZENS' COMMITTEE ON YOUTH CINCINNATI, OHIO

CONTRACT 82–37–69–01

FINAL REPORT, THE URBAN CONSERVATION PROJECT, II

This account describes the third and final year of a work-experience and job preparation project to put largely untrained men (mostly youth) to work on housing renovation jobs for which the project was the construction contractor. Most of the men were not eligible for apprenticeship under the industry's customary standards.

With "open enrollment" and referral from youth-serving agencies, the project enrolled more than 450 men. More than half left soon after learning about the character of the work and the extended training period. However, more than 200 were placed in work crews and spent 4 to 9 months obtaining job preparation training and related basic education. The trainees worked at learning 1 of 7 trades (carpentry, cement masonry, electrical wiring, painting, plastering, plumbing, and roofing) under the guidance of union-member trainers.

In this last year, UCP substantially raised the rate at which its graduates entered the industry—often but not always via the nonunion route. Of the 141 placed in jobs, 28 were in union apprenticeships or other jobs covered by a construction trades union contract. Placement into higher paying jobs began to occur more frequently as the project became more assertive and achieved better status in the community.

The report also details the problems of a project which was trainer and employer, training institution and contractor. It discusses the difficulties of maintaining a nonprofit organization with a changing work force "in the market place."

2.3.07 COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

CONTRACT 82–06–66–62

MENTAL HEALTH AND MANPOWER (EMPLOYMENT ADJUSTMENT FOR MENTAL PATIENTS)

This is a 9-volume final report of a project to test methods of support for preparing the recently released mental patient to re-enter the world of work and to maintain himself there.

The sections are:

1. Chapters I through VIII: A description of counseling, placement, and followup programs undertaken by the investigator.
2. Chapters IX through XII: A description of the experimentation and research undertaken by the project, outlining the assumptions, research design, methodology, measurement instruments developed, and the findings.
3. Chapters XIII through XIV: A technical discussion of the economics of rehabilitation of mental patients.
4. Summary: An overview of the various aspects of the project consisting of a series of journal-length articles written by those working with the project.
5. Appendix I: Reality coping and Employment Adjustment: A Handbook for Post-Hospital Group Counseling.
6. Appendix II: Handbook entitled "Vocational Counseling of Mental Patients."
7. Appendix III: Handbook on Job Development and Placement.
8. Appendix IV: The proposed agenda of a suggested conference to acquaint others with the research findings and experiences of this project.
9. Appendix V: A 55-page bibliography on vocational rehabilitation of mental patients.

2.3.08 COMMUNITY PROGRESS, INC.
NEW HAVEN, CONN.

CONTRACT 82–07–66–105

THE DISCOVERY METHOD

This is the final report, published by the Organisation for Economic Co-operation and Development (OECD, Paris), of an international experiment conducted in England, Austria, Sweden, and the United States to compare the effectiveness of conventional teaching methods with a "Discovery Method" developed by Dr. Meredith Belbin of Oxford University. The U.S. component was funded by the Manpower Administration, and was conducted by Community Progress, Inc.

The experiment found that the "Discovery Method," using "self-discovered learning" or "activity learning" is more effective for older workers than learning through detailed verbal instruction and/or demonstration.

2.3.09 DRAKE UNIVERSITY
DES MOINES, IOWA

CONTRACT 82–17–67–57

PRE-RETIREMENT PLANNING CENTER ANNUAL REPORT, SEPTEMBER 1, 1968 TO AUGUST 31, 1969

This is the second year-end report of an experimental and demonstration project in Des Moines, Iowa, designed to develop and evaluate the effectiveness of a pre-retirement planning program.

The report details the characteristics of the project enrollees and economic history, national and local, of those who leave the project. The procedure followed in setting up the center, the services rendered, and the extent of participation are explored. The changing attitudes and the levels of participation of the clients are examined through the use of questionnaires designed at the project and by other sources. A review of the findings in table form and narrative analysis is presented, emphasizing the project services and its functions of public relations, recruitment, and program structure.

2.3.10 BUREAU OF EMPLOYMENT SECURITY,[6] U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

CONTRACT 82–09–66–82

EXTENDING EMPLOYMENT SERVICES TO OLDER WORKERS THROUGH NEIGHBORHOOD CENTERS MANNED BY VOLUNTEERS

Special centers were established in the State employment service offices in Sacramento and Louisville to: (1) Increase employment services to unemployed older workers; (2) find and develop job opportunities in the neighborhood over and above those normally listed in the public employment service; and (3) test the feasibility of volunteer staffing.

The experiment demonstrated the feasibility and economy of using volunteer-staffed centers but showed also that full-time professional supervision was essential. Based on the results of this program, the Manpower Administration urged the establishment of volunteer service activity by State employment service agencies.

2.3.11 EPILEPSY FOUNDATION OF AMERICA
WASHINGTON, D.C.

CONTRACT 82–09–66–28

THE MULTI-TROUBLED JOBSEEKER: THE CASE OF THE JOBLESS WORKER WITH A CONVULSIVE DISORDER

This project dealt exclusively with the epileptic jobseeker in three cities: Atlanta, Chicago, and San Antonio. Group counseling, involving six 2-hour sessions spaced over a 1-month period, was aimed at: (1) Enhancing the individual's social functioning; (2) orienting him to the world of work; and (3) evaluating his long-term potential for placement. Aggressive outreach recruitment and intensive followup were important components of the program.

The project demonstrated that epilepsy need not be a barrier to finding and retaining a job when: (1) The potential employee is assisted to become job ready; and (2) the potential employer is made aware of the worker's capabilities by dispelling mistaken notions about the worker's disorder and stressing his employment potential.

2.3.12 THE GREATER WASHINGTON CENTRAL LABOR COUNCIL (AFL–CIO)
WASHINGTON, D.C.

CONTRACT 82–09–69–37

PROJECT BUILD (PRE-APPRENTICESHIP IN CONSTRUCTION TRADES FOR DISADVANTAGED YOUTH; SKILL TRAINING FOR ADULTS TO ATTAIN JOURNEYMAN STATUS)

The objective of this project was to develop and test a work-experience apprenticeship-preparation program to enable disadvantaged inner-city youth to qualify and perform effectively in apprenticeship programs in the building and construction trades and to design a skill refinement program for adults who lacked training necessary to attain journeyman status.

From April 1969 to March 1970, Project Build placed most of its graduates in apprenticeship programs. The skill refinement program enabled some trainees to reach journeyman status.

Onsite training was offered in nine major craft areas. In addition, remedial education courses were conducted to enable the program participants to pass the General Aptitude Test Battery required of the building trades apprenticeship programs and obtain a high school equivalency certificate. Supportive services and intensive counseling were also made available to the trainees, as were followup services for graduates.

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[6] Now the U.S. Training and Employment Service.

The major emphasis of the second contract year was on refinement of methods of recruitment, enrollee retention and placement, and job retention after graduation.

This report outlines some of the major problems confronting programs designed to place inner-city youth in apprenticeship programs. It provides a quick summary of one of the first pre-apprenticeship programs designed with union support.

2.3.13 HOSPITAL RESEARCH AND EDUCATIONAL TRUST OF NEW JERSEY
PRINCETON, N.J.

GRANT 92–32–70–01

STUDENT HEALTH OPPORTUNITIES PROGRAM, A SUMMER YOUTH EMPLOYMENT PROGRAM

In the summer of 1969 the Student Health Opportunities Program (SHOP) provided disadvantaged high school students with opportunities for self-development by exposing them to a variety of hospital-based health careers during the summer vacation period. SHOP sought to help meet the growing need for qualified personnel in the health services by stimulating the interest of high school students.

Based on a Summer 1968 experience, SHOP was administered by the Hospital Research and Educational Trust of New Jersey, the research arm of the New Jersey Hospital Association, and was supported by grants from major pharmaceutical companies.

The report on the program discusses goals of the program, selection of hospitals, recruitment and screening of students, orientation meetings, individual hospital implementations, inter-hospital activities, distribution of career information, results, and recommendations. Included in the appendixes are the curriculum, model student application form, and suggested guidelines for evaluation.

2.3.14 HOUSEHOLD EMPLOYMENT ASSOCIATION FOR RE-EVALUATION AND TRAINING
PHILADELPHIA, PA.

CONTRACT 82–40–68–28

THE HEART REPORT: A HOUSEHOLD EMPLOYMENT TRAINING, COUNSELING, JOB DEVELOPMENT AND PLACEMENT PROGRAM

This is a report on a project sponsored by the Department of Labor as part of a larger 8-project program initiated by the National Committee on Household Employment to determine the feasibility of different approaches to restructuring the household employment occupational area to make it more attractive and rewarding for both the worker and the employer. An assessment of these eight projects has been made by M. K. Trimble Associates Inc. (see 2.3.54).

The project explored the feasibility of using a new organization with strong community support as a source for upgrading household employment. Training, job placement, and post-placement support were provided to project participants, and seminars and training were presented to employers to develop better understanding and cooperation for the worker. The project accepted over 100 women of whom 72 graduated. Of these skilled household workers, 63 are currently employed full time.

The project created, within a limited group of employers and other interested persons and agencies, a community awareness of the need to upgrade the wages and status of household workers. It demonstrated that standards can be maintained for workers who are employed in private homes through efforts of an agency acting in their behalf. Employer orientation, conferences, and seminars can effectively create employer cooperation and an awareness of the need to upgrade household employment occupations.

2.3.15 HOUSEHOLD MANAGEMENT, INC.
NEW YORK, N.Y.

CONTRACT 82–34–68–32

AN EXPERIMENTAL AND DEMONSTRATION PROGRAM TO IMPROVE THE STATUS OF HOUSEHOLD EMPLOYMENT

This is a report on a project sponsored by the Department of Labor as part of a larger 8-project program initiated by the National Committee on Household Employment to determine the feasibility of different approaches to restructuring the household employment occupational area to make it more attractive and rewarding for both the worker and the employer. The sponsor is a private-for-profit corporation. An assessment of these eight projects has been made by M. K. Trimble Associates Inc. (see 2.3.54).

This project demonstrated the feasibility of utilizing a commercial household service business to correct inequities connected with the household occupation. The project provided training, counseling, work experience, and jobs.

The project was unable to develop the job workload that had been anticipated and had difficulty in locating employers willing to pay the cost of upgraded wages and benefits provided by the sponsor. However, it has concluded an arrangement with the New York City Department of Social Services for the purchase of household maintenance services for welfare clients who need housekeeping help.

2.3.16 HOWARD UNIVERSITY, INSTITUTE FOR YOUTH STUDIES
WASHINGTON, D.C.

CONTRACT 82–08–43

NEW CAREERS FOR THE DISADVANTAGED IN HUMAN SERVICE (AN INNOVATIVE WORK-TRAINING EFFORT COMBINING SOCIAL REHABILITATION AND OCCUPATIONAL CHANGE

Disadvantaged youth and adults were trained and placed in a New Careers project involving health, education, welfare, and recreation professions. New jobs were defined, training was tailored for them, and placements were negotiated in agencies in Washington, D.C. The training consisted of a combination of classroom work, practice, and "core groups" (trainees organized to discuss and solve their problems). A report on the project includes an overview of the project, a discussion of the New Career concept, analysis of the process and problems of job development, strategies for recruitment and selection of trainees, a description of the training model and individual training components, and a followup study of the occupational, educational, and social functioning of the enrollees during employment after they completed training.

The project report also includes a representative selection of detailed reports, guides, and other materials on individual training programs for teacher aides, counselors in residential programs for children and youth, community mental health aides, and counselor interns.

The report was republished as MDTA Experimental and Demonstration Findings No. 9.

2.3.17 HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

CONTRACT 82–05–68–03

A STUDY OF SUCCESSFUL PERSONS FROM SERIOUSLY DISADVANTAGED BACKGROUNDS

This study attempted to identify the differences between the disadvantaged man who has been able to "pull himself successfully out" of his disadvantaged background and the one who has not been able to do so. The writer combined data from literature on disadvantaged persons with data from interviews and discusss them in connection with the characteristics of "mainstream" and "street" life in black and Chicano ghettos.

2.3.18 IOWA STATE MANPOWER DEVELOPMENT COUNCIL
DES MOINES, IOWA

CONTRACT 82–14–65

MANPOWER DEVELOPMENT COUNCIL: THE DEVELOPMENT OF A COMPREHENSIVE SYSTEM OF HUMAN RESOURCE DEVELOPMENT FOR IOWA

Under this contract, the Governor of Iowa established a manpower development council for the promotion of the full utilization of human resources of the State. A coordinated interagency approach was adopted and the council acted as the coordinator, designer, developer, and implementer of numerous Federal, regional and State manpower programs.

2.3.19 JEWISH EMPLOYMENT AND VOCATIONAL SERVICE

PHILADELPHIA, PA.

Contract 82-40-67-40

Work Samples: Signposts on the Road to Occupational Choice (Real Job Tasks to Assess Potential of the Disadvantaged)

Traditional paper-and-pencil tests have proven to be invalid in assessing the potential of many disadvantaged persons. The Philadelphia JEVS has, for a long time, held the view that sustained observation, focused on significant work-related factors, performed in a systematic way, is the key to sound work evaluation and can tie together questions of capability and vocational development. An early E&D program with JEVS, although relatively unstructured in design, showed that a work-sample program is a promising tool in counseling. The program reported here represents a more formal experimentation and provides the hard data to establish the significance and potential of the work-sample program particularly in relation to improving human resource development programing for the disadvantaged. While JEVS was the sponsor, the program was tested in cooperation with the North Philadelphia Human Resources Development (HRD) Center of the Pennsylvania State Employment Service.

The program included a series of 28 work-samples (real job tasks) which were administered in a simulated industrial setting. Each applicant participated over a 2-week period and was evaluated on his work performance, learning speed, and other work-related behaviors. An experimental group of 268 applicants received initial counseling interviews at the HRD Center, went through the work-sample program, and returned to the Center for completion of counseling and referral to jobs, training, or needed services. A control group of 206 applicants received the "regular" HRD Center counseling and placement services only.

Careful analysis of the results supports the conclusions that the work-sample program: (1) Enables the counselor to understand, relate to, and communicate with the disadvantaged applicant more effectively; (2) facilitates the development of a counseling plan or vocational objective which is better suited to the applicant's "true" abilities and potentials; (3) increases the likelihood that the applicant will complete HRD Center counseling be referred to a wider range of job openings, obtain jobs on initial referrals, and hold and adjust to jobs and training posts; (4) helps the counselor to identify more readily those applicants in need of referral to rehabilitation and other ancillary services of various social-welfare agencies; (5) provides knowledge on the applicant's interests, abilities, attitude, motivation, and other "work-readiness" indexes; (6) helps the counselor interpret to employers the skill potential and job stability of the disadvantaged; and (7) leads disadvantaged applicants to better understand their vocational interests and abilities, discover the work tools and requirements of different jobs, and modify their personal appearance and other behavior to perform more effectively in job interview situations and employer work stations.

2.3.20 JEWISH VOCATIONAL SERVICE

CHICAGO, ILL.

Contract 82-15-67-55

The Alpine Project (A Test of Three Techniques for Assisting Chronically Unemployed Older Workers)

The Alpine Project, operating from June 1, 1967, through July 31, 1969, was designed to test the feasibility of a variety of service techniques to assist 300 chronically unemployed older workers in obtaining employment. These men and women were 45 to 65 years old and had been unemployed for at least 15 weeks.

The clients were assigned to three basic groupings: (1) A rehabilitation workshop for evaluation, work adjustment, group counseling, and job referral and placement; (2) a prevocational training and group counseling program with job-hunting, referral, and placement services; and (3) a vocational counseling program with immediate referral and placement service. Sixty-seven percent of the enrollees obtained employment through the Alpine Project or independently through their own efforts. Of these, 70 percent were still working (not necessarily at the same job) 6 months after initial placement.

The major findings of the project were: (1) Substantial numbers of chronically unemployed older persons in the community do not know where to obtain guidance or job-related training; (2) chronically unemployed older workers are often unrealistic about their vocational abilities and about available employment; (3) female clients are generally less work-ready than men, yet they have much higher employment expectations; and (4) twice as many clients in the three treatment groups obtained employment as those in control or comparison groups.

2.3.21 JOBS FOR PROGRESS, INC.
SANTA MONICA, CALIF.

CONTRACT 82–46–66–53

OPERATION SER, SERVICE, EMPLOYMENT, REDEVELOPMENT (BROADENING EMPLOYMENT OPPORTUNITIES FOR MEXICAN AMERICANS)

This report covers the first 2 years, 1966 to 1968, of a major manpower project, Operation SER (Service, Employment, and Redevelopment), to develop manpower program activities for the Spanish-surnamed minority in the Southwestern States of Texas, New Mexico, Colorado, Arizona, and California. It was funded jointly by the Department of Labor and by the Office of Economic Opportunity. The objective of the project was to enhance and draw on the capabilities of major organizations representing Spanish Americans in order to develop programs to broaden employment opportunities for this group.

Operation SER offices and activities were established in each State. A job skills bank was formed in communities of Spanish-surnamed citizens with a central activity operating in the project's home office in Santa Monica, Calif.

Institutional training and job placement projects were established in 11 separate urban centers, directed principally toward this large minority population.

2.3.22 JOBS NOW (THE YMCA OF METROPOLITAN CHICAGO)
CHICAGO, ILL.

CONTRACT 82–15–68–08

JOBS NOW

From September 1966 through January 1970 the JOBS NOW project experimented with the "hire first, train later" approach to the employment of disadvantaged youth. Following a 2-week orientation the program participants were placed with employers who agreed to train them and to provide various degrees of "high support." The project continued to work with the newly placed employees and developed the procedure of post-placement coaching, using paraprofessionals as coaches. The project developed the team approach, with each enrollee assigned to a team which included a team chief, job developer, counselor, coach, and employment service representative. Employers were induced to pledge job openings and some contributed members of their staff to act as job developers and provide liaison with local firms. JOBS NOW experience was drawn upon in the development of many of the approaches used in regular manpower programs for the disadvantaged.

A report on phase I, second year, describes each of the components of the JOBS NOW project and is an overview of the entire operation, with special emphasis on approaches used for contacting, involving, and developing capability on the part of business and industry so that enrollees' movement from disadvantaged status to employment can be facilitated. "High support" actions by Chicago firms are listed. Included also are sections on coaching and counseling and a description of a human relations session for enrollees. (See 3.3.45.)

Coaching in a Manpower Project, produced at the end of the final year of JOBS NOW, sums up its observations and experiences with the post-placement coaching activity and staff. The report includes the following sections: "A Conceptual Background of Coaching," "Selection of Coaches," "Training and Upgrading of Coaches," "Coach Supervision," "In-the-Company Coaching Hints," and "The Coach-Client Relationship." (See 3.3.44.)

Major recommendations and conclusions are: (1) In selecting coaches, one should look for the ability to provide strong personal support to participants; (2) coach training should include uses of outside resources and interviewing skills; (3) an equitable structure of rewards within the coaching occupation should be provided; (4) to keep track of coaches and problems in the field, coach supervisors should develop additional sources of feedback; (5) establishing workable criteria for evaluating coaches is important for equitable compensation for ability and can provide a tool to measure company resistance and difficulty; (6) many coach-participant relationships may require the kind of coach who projects street values with which the participant can identify but who can also prod the participant into seeing the values and potential rewards of employment; (7) coaches will find that some companies already have some form of coaching and should determine how their services can most effectively coincide with the company's services; and (8) companies vary in the extent to which they allow the coach to become involved, and while some want the full range of services, others want the coach to serve only in a limited way as a coaching troubleshooter to handle job difficulties of the disadvantaged that company personnel are unable to resolve.

2.3.23 LEGAL RESOURCES, INC.
WASHINGTON, D.C.

Contract 82–09–69–27

Opportunities Industrialization Centers: A Synthesis and Analysis of Fifteen OIC Final Reports

The report is a synthesis of year-end reports from 15 OIC's supported with MDTA research and development and Office of Economic Opportunity funds. This document is a distillation of the individual reports and some visits to OIC sites. Subjects covered are recruitment and outreach; the feeder component skill training; counseling; relations with Federal, State, and local agencies; and relations with the community.

2.3.24 SARAH F. LEITER
WASHINGTON, D.C.

Contract 82–22–67–41

Training and Employment of the Older Worker: Recent Findings and Recommendations Based on Older Worker Experimental and Demonstration Projects

This report pulls together the relevant experiences of experimental and demonstration projects in meeting the employment problems of the older worker. This analysis is based on a review of project reports supplemented by field visits to three projects and a conference with the director of a fourth and on selected papers of the published proceedings of the National Conference on Manpower Training and the Older Worker.

2.3.25 MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Contracts 82–24–68–34 and 82–24–70–23

Role Modeling, Role Playing: A Manual for Vocational Development and Employment Agencies

The staffs of six manpower agencies cooperated with the contractor to explore how sophisticated use of role modeling and role playing techniques could help them in their work with disadvantaged clients.

The manual was created for "counselors, coaches, community aides, crew chiefs, vocational instructors, employment agency administrators; in short, all of those on the firing line who are working to break through the employment barriers that face poor people across the country."

Following preparation of the manual, the contractor developed, in association with several manpower agencies, a self-instructional training course in the use of the two techniques, referred to also as "imitation and simulation," which counselors and others can use to improve their ability to use these techniques. The course consists of 10 hour-long taped sessions on casettes and a workbook. It is undergoing field tests.

2.3.26 MEDICAL AND HEALTH RESEARCH ASSOCIATION OF NEW YORK CITY, INC.
NEW YORK, N.Y.

Contract 82–34–67–48

Toward A Career Ladder in Nursing: Upgrading Nurse's Aides to Licensed Practical Nurses, Through A Work-Study Program

This project demonstrated the feasibility of upgrading nurse's aides to licensed practical nurses (LPN's) through a work-study program, linking up a major urban hospital system with an MDTA training program under union sponsorship. The project also demonstrated that low-paid employees do want to better themselves, if only some rational system is devised to accommodate them. Conventional LPN training cannot be combined with employment.

Nearly 3,000 of some 8,000 nurse's aides in New York City applied for enrollment in training which would lead to becoming an LPN. From these applicants, 463 trainees were selected, including 92 persons designated as highly motivated (the M group) made up of those who could not meet the eligibility requirements or pass the placement test (Metropolitan Achievement Test) but who had been highly recommended for training by their supervisors. Of the 422 who graduated, 385 have been licensed by the State of New York as LPN's. Of the M group: 75 graduated (81.5 percent), and 63 were licensed (68.4 percent).

To achieve these results, the project provided remedial education classes, classes aimed at enabling the enrollee to pass the high school equivalency exam, training allowances, and counseling.

2.3.27 MENSWEAR RETAILERS OF AMERICA
WASHINGTON, D.C.

Contract 82–09–69–35

Ownership Opportunities Program

This project was based on the concept, first advanced at the February 1968 convention of the Menswear Retailers of America (MRA), of manufacturer-retailer-trade association cooperation in minority group ownership of menswear retail enterprises. New stores were opened, and established stores or partnerships were bought from white owners.

As of February 5, 1970, the project had 44 stores operating in 36 cities. Thirty-six stores were owned by individuals; the remainder were partnerships or corporations. Owners were blacks, Puerto Ricans, and Mexican Americans who got credit on merchandise orders, free technical assistance, and guaranteed loans from the program. MRA assistance to owners in the high-fashion, quick-taste-change ghetto market areas was held to be effective in keeping the rate of business failures unusually low.

2.3.28 UNIVERSITY OF MICHIGAN INSTITUTE FOR SOCIAL RESEARCH
ANN ARBOR, MICH.

Contract 82–21–14

Inner-City Negro Youth in a Job Training Project: A Study of Factors Related to Attrition and Job Success

This was a longitudinal investigation of Job Opportunities Through Better Skills (JOBS I), a development project for underemployed or unemployed inner-city Negro youth. The project ran from September 1963 to the summer of 1964. Basic education, group and individual counseling, and skill training were provided, as well as institutional and on-the-job training. The study attempted to relate backgrounds, motivations, and attitudes to post-training success.

Skill training was found to be the most significant part of this manpower program. The main problem in basic education was not in overcoming aversion to school but in showing that training was relevant to a job. Counseling was emphasized. Counselors were the staff members to whom the youth were best able to relate, as compared with teachers or vocational education instructors, but counselors had less power in the project. Dropping out of the program was seen to be overrated as a problem. Rather, the basic question is: Why is there not more payoff for program completion? Also highlighted are the differences between individuals in what is usually considered to be a homogeneous population. Even slight differences in age or education have an impact on success.

As a group the youth were not lacking in "middle class" values and aspirations, but they emphasized having feelings of "powerlessness."

2.3.29 UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 82–24–68–20

Job Development for the Hard-To-Employ

This is a report by Louis A. Ferman on the elements that must be included in a job development component of a manpower program. It covers structure and organization, problems of administration and management, approaching the employer, rural areas, working with unions, and the public sector. It summarizes the activities, skills, and role structure necessary to an effective job development team consisting of job market analyst, employment specialist, placement specialist, job development specialist, and job coach.

This report was republished as MDTA Experimental and Demonstration Findings No. 4.

2.3.30 MISSISSIPPI STATE UNIVERSITY
STATE COLLEGE, MISS.

CONTRACT 82-26-69-17

A TRAINING MANUAL IN HUMAN RESOURCE DEVELOPMENT

The project at the Mississippi State University developed a training course and handbook for the better understanding of the disadvantaged person's needs and problems on the part of selected career employees of the employment service systems of Mississippi and Alabama.

2.3.31 MOBILIZATION FOR YOUTH, INC. AND COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK
NEW YORK, N.Y.

CONTRACT 82-34-66-12

THE YOUTH EMPLOYMENT PROBLEM: SOME FINDINGS AND IMPLICATIONS

Neighborhood Youth Corps operations at Mobilization for Youth, Inc. (MFY), were analyzed to determine who inquires about the program, who enrolls in it, who drops out, who completes it, who benefits from it in terms of employment, and what kinds of employment and other outcomes are attained.

The Youth Employment Problem: Some Findings and Implications by Richard Cloward represents a summary of the preliminary analysis of data collected in the laboratory experiment. The following preliminary research findings are noteworthy: (1) It may *not* be correct to assume that disadvantaged youth *as a whole* lack work habits because they have had little or no work experience; (2) it may *not* be correct to assume that out-of-school slum youth are unmotivated to work; (3) it may *not* be correct to assume that disadvantaged youth generally differ from affluent groups in the society with respect to conventional attitudes about their society, its institutions, and social roles; (4) MFY has been able to successfully operate a youth employment program *without* attempting to "cream off" (accept) good employment risks for training and other manpower development services, leaving poor risks to fend for themselves; (5) work-experience training may *not* be attractive to nor produce employment benefits for youth over 18 years of age, except where higher level occupational skills and other advanced skills can be acquired; (6) development of work habits through work-experience training may *fall far short* of meeting the real needs (such as for job skills in demand) of disadvantaged youth as a whole and, therefore, have little impact on their lives (particularly in leading them to meaningful careers); (7) among the wide range of demographic data, only level of educational attainment is consistently related to degree of employment (such as job stability, earnings, and skill level) which disadvantaged youth can achieve; and (8) the skill level of work-experience training sites *may* be related to training attrition and to subsequent vocational outcomes. (See 3.3.73.)

2.3.32 NATIONAL CAPITAL AREA CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

CONTRACT 82-09-68-43[7]

EVALUATION OF EMPLOYER SPONSORED CHILD DAY CARE CENTER FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

Two independent evaluations of the Department of Labor's Child Day Care Demonstration Project were prepared by A. L. Nellum and Associates. The first was conducted under a subcontract with the National Capital Area Child Day Care Association, Inc., the second under a separate grant. The evaluation design provided for analysis of the project as it relates to the child, the employee, and the employer. Included is an evaluation of the program planning, facilities, recruitment, selection and placement of children and staff, and followup of the program's specific objectives to determine if they were being met, how they were met, and ways in which the program could be improved to provide a basis for possible duplication by other employers.

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[7] Also funded under grant No. 92-09-70-05, An Experiment in Employer Sponsored Day Care (see 3.3.87).

2.3.33 THE NATIONAL COMMITTEE FOR CHILDREN AND YOUTH
WASHINGTON, D.C.

Contract 82–34–68–15

Project Crossroads (Pre-Trial Intervention with First Offenders), A Final Report

This report discusses an experimental project for "pre-trial diversion" of young first offenders from the criminal justice process in the courts of the District of Columbia so they could receive intensive manpower services. During a 90-day continuance of their trial, participants who were released on their own recognizance received counseling, personal assistance, placement in jobs and training, and education services. At the end of that time, project staff recommended, if warranted, that charges be dismissed.

Most project participants were black men who were less than 20 years of age, born in the District of Columbia, and high school dropouts. The staff consisted mainly of VISTA and other volunteers. Some ex-offenders and other nonprofessional persons were used successfully in occupational roles that are traditionally professional.

The project's accomplishments were: (1) Charges were dismissed because of satisfactory participation in the project for three-fourths of the offenders between the ages of 18 and 26 and for two-fifths of the 16- and 17-year-olds; (2) recidivism rates among the older participants were significantly lower than for a matched control group; (3) the older participants had better employment records in the year following their participation than they had previously, whether measured by proportion employed, job tenure, wages, or skill; and (4) the project's benefits to society were estimated to be at least twice its cost (which averaged a little more than $500 per enrollee).

Because of the project's success, it became an independent component of the new Superior Court of the District of Columbia in February 1971.

2.3.34 NATIONAL TIRE DEALERS AND RETREADERS ASSOCIATION, INC.
WASHINGTON, D.C.

Grant 92–09–69–09

Project OWN (Minority Enterprise)

This project tested the ability of a trade association to screen, select, and assist (through the loan process of the Small Business Administration) minority group members who wish to go into business for themselves. The project recruited sponsors who guided individuals showing potential for business success through the procedures for acquiring property, equipment, and financial support.

The project's limited success in developing businesses was attributed largely to the fact that only $10,000 was earmarked for consultant services, as well as the inability to recruit enough volunteer experts.

2.3.35 NEIGHBORHOOD CENTERS ASSOCIATION
HOUSTON, TEX.

Contract 82–46–67–14

An Outreach Demonstration: A Component of a Manpower Program

This outreach project was conducted by the Neighborhood Centers Association and had four phases:

1. Preliminary preparation of the neighborhoods for introduction of the program.
2. Planned, progressive, total neighborhood, door-to-door recruiting by residents of the area.
3. Intake interviews by indigenous workers.
4. Flexible, supportive, reasonably frequent followup focused on selectees' needs.

It was found that: (1) A geographic approach to recruiting had definite advantages; and (2) supervision of indigenous workers required firm direction but also flexibility.

2.3.36 THE NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY

TRENTON, N.J.

Grant 32–8–3027–000

The Employment Service Trains and Upgrades the Low-Skill Worker

This report discusses a program to determine if a State employment service could conduct upgrading programs effectively for low-skill workers. The basic model used was the High Intensity Training (HIT) model, calling for 40 hours of intensive in-plant training, including skill and personal development training, for low-skill workers earning not more than $5,000 a year.

The most significant innovation introduced in the basic HIT model was that of human relations training for middle management and first-line foremen.

This project was one of three similar ones. In Baltimore, a private organization was developed to deliver this upgrading service to employers (see 3.3.137). In Cleveland, an organization was set up in the Mayor's office (see 2.3.50 and 3.3.136). The experiment in New Jersey was to test the viability of building the delivery system into a State employment service system. The capability was demonstrated.

The report gives descriptive detail of the whole process from approaching the employer and marketing an upgrading service through the detail of methods and materials used, problems met, and accomplishments.

2.3.37 THE NEW YORK STATE DEPARTMENT OF LABOR

ALBANY, N.Y.

Contract 82–34–68–07

The Syracuse Upgrading Project

This is a report of an R&D effort through an employment service, assisted by a university research team, to develop upgrading training for lower level workers to fill shortage occupations, primarily in the metalworking industries. As the project developed, upgrading training was expanded to other occupations.

Several score of employers were found with an interest in the experiment. Trade associations helped develop and unions gave friendly approval to the project which survived both layoffs and strikes during its operation. Training took place both in and outside plants. Most of it was on the trainees' own time, usually in community training facilities. Training did not result in automatic upgrading, but enabled the employee to bid for better opportunities as they opened.

2.3.38 NORTH CAROLINA FUND

DURHAM, N.C.

Contract 82–35–67–11

Manpower Improvement Through Community Effort—MITCE

An earlier E&D program also operated by the North Carolina Fund had tested several approaches to manpower development assistance for the disadvantaged rural residents in six counties. These included: (1) Whether and how resources of rural areas could be assembled to conduct and support job training; (2) how an outreach effort could bring information to persons geographically isolated and unaware of, or unwilling to seek, available services; (3) how emerging Community Action Agencies could provide supporting services especially in family problems relating to employment; and (4) how nonprofessionals, serving as problem finders, might supplement the problem-solving activities of professionals.

This MITCE program built on the earlier E&D program and focused more acutely on the vocational problems of tenant farmers. It sought also to evaluate the use of nonprofessionals in a rural program and to determine whether techniques, which had been useful in a rural setting, might aid rural residents who had recently migrated to urban areas.

Many problems were encountered and identified. They included staffing, interrelationships with the newly established Community Action Agencies, conflicts in administrative authority, merging professionals and nonprofessionals into a team, development of training, the proportion of women in the program in excess of adequate job opportunities, and transportation and housing needs. Some of these problems were solved; others were not. The program gained insights that could be helpful to persons concerned with problems of rural poverty, especially manpower problems.

The report contains detailed information on establishing a rural outreach program.

2.3.39 PRESIDENT'S COMMITTEE ON THE EMPLOYMENT OF THE HANDICAPPED
WASHINGTON, D.C.

CONTRACT 82-15-66-95

PROPRIETARY PRODUCTS: PROJECT EARNING POWER (EXPERIMENT IN DEVELOPING OUTLET IN COMPETITIVE MARKET FOR PRODUCTS OF SHELTERED WORKSHOP)

This project combined the talents of leading volunteers from the private sector (specifically those in design, marketing, and production) in order to determine if proprietary products could be developed and produced by sheltered workshops and then marketed competitively.

The most significant finding from the project is, "Product success in the competitive commercial marketplace requires a combination of technical ability, productive skill, human and physical facility, business management, financial resources, marketing capability and willingness to take risks. The skills and overall business capacity in all but a very few workshops have simply not yet developed to the point where they can meet the severe competitive demands necessary for product success."

2.3.40 RANCHO LOS AMIGOS HOSPITAL
DOWNEY, CALIF.

CONTRACT 82-05-66-36

AN EXPERIMENT IN REDUCING CHRONIC UNEMPLOYMENT AMONG THE PHYSICALLY HANDICAPPED

The Rancho Los Amigos Hospital employment demonstration project began in March 1966. The first phase, extending through September 1967, demonstrated that the use of intensive counseling services in a hospital sheltered workshop along with work activity provided a basis for easing chronic unemployment among physically handicapped women. Phase II of the project, September 1967 through February 1969, concentrated on the same objective, but served men also, and enrolled more severely disabled persons.

During phase II, four techniques were used to increase the employability of the enrollees. These methods included: (1) Utilizing the workshop as well as other hospital stations to assess the enrollees' ability to compete for employment; (2) using paraprofessional volunteers and former project graduates as counselor aides, group leaders, and trainee agents in the community; (3) developing relationships for cooperative efforts between existing public and private agencies and the project; and (4) using multiple counselor and video tape techniques in group counseling, placement training, and followup counseling after placement.

2.3.41 THE REHABILITATION CENTER, INC.
EVANSVILLE, IND.

CONTRACT 82-16-66-42

BUILDING BETTER LIVES, A PROGRAM FOR THE UTILIZATION OF THE EVANSVILLE REHABILITATION CENTER FOR MANPOWER TRAINING—PHASES I AND II

This project involves a rehabilitation center which worked with nondisabled disadvantaged persons and facilitated their employment. In the first phase, directive counseling was found to be successful with rural disadvantaged persons. The second phase sought to determine the effectiveness of this technique with urban dwellers. The final report describes the program's operation and the attitudes the traditional rehabilitation professional should develop and retain to have any success in working with disadvantaged persons. The report also describes efforts and training required of staff in developing a highly directive approach to the problems of the clients.

2.3.42 RICHARDSON, BELLOW, HENRY & COMPANY, INC.
WASHINGTON, D.C.

Contract 82–09–69–32

A Study of the Feasibility of Predicting Job Tenure Among Employment Service Applicants through the Use of Biographical Information

This study was designed to test the feasibility of using biographical information to predict employment tenure of 3 and 6 months' duration. The analysis sample included 477 black disadvantaged men and 255 black disadvantaged women in three cities who had received no previous manpower training or counseling services and who were placed by State employment service offices into a range of manufacturing and service jobs at varying salary levels.

The study included the construction and testing of an initial experimental biographical information blank (BIB) and the administration of the final experimental BIB to black disadvantaged ES applicants in the three cities. For those applicants placed, employment and criterion data were subsequently collected from participating employers 3 and 6 months after date of hire—sooner for those sample members terminating their jobs in the interim.

The study demonstrated the utility of biographical information in differentiating between those untrained and uncounseled black disadvantaged ES applicants who have a high probability of remaining employed for 3 and 6 months and those applicants who have a low probability of retention for the same periods. Since most turnover with this sample (88 percent of the men's turnover and 86 percent of the women's turnover) occurred early in the employment relationship, recommendations and materials submitted dealt with the 3-month period only.

2.3.43 SAGE HILL CAMP, INC.
MONTEZUMA, COLO.

Grant 92–6–67–14

Program Experimentation Project on Special Summer Camp and Followup on Youth Activities to Break the Poverty Cycle

A residential summer work program in a camp setting was conducted for disadvantaged high school youth from welfare families in the summers of 1967 (in Montezuma, Colo.) and 1968 (in Montezuma, Colo., and Jamaica, Vt.). Followup activities during the school year after the youths' summer camp work program were part of overall project operations.

The report provides full details on a project designed to assess, through empirical research, the feasibility of utilizing a brief summer camp program and followup activities for disadvantaged youth as a means of developing the motivations, interpersonal skills, and attitudes needed to create the achievement and self-actualization process which leads out of poverty. The nature of the research qualifies the project as a feasibility study for testing issues related to social psychology theory.

The report provides details on the nature of and problems with the instruments chosen to assess personality, attitudinal, and other behavioral factors. It summarizes the key data on behavioral changes as a result of the summer residential camp work-experience program.

2.3.44 SAINT LOUIS UNIVERSITY CENTER FOR URBAN PROGRAMS
ST. LOUIS, MO.

Contract 42–8–005–27

A Guide for Summer Youth Employment Programs

This guide has been developed as a by-product of an experimental program called Youth Progress in Industry (YPI) which was funded in part by the Department of Labor.

YPI was a coordinated public and private agency effort to provide employment during the summer of 1968 and supportive service through job coaches to youth attending high schools located in poverty neighborhoods of the St. Louis area. Youth were selected on the basis of satisfactory school attendance and good citizenship and were designated as "YPI achievers" to indicate they were not disciplinary problems.

The university's Center for Urban Programs, on the basis of an exhaustive study of YPI, has developed a model summer youth employment program which is presented in this publication.

The report was republished as MDTA Experimental and Demonstration Findings No. 10.

2.3.45 ST. MARY'S DOMINICAN COLLEGE
NEW ORLEANS, LA.

CONTRACT 82–20–67–12

SECRETARIAL TRAINING WITH SPEECH IMPROVEMENT

Regional speech patterns of Negro female high school graduates in New Orleans were a major barrier to any but marginal employment. The St. Mary's project offered the "language of the business community" as a second or foreign language in its secretarial skills program. A business English text was developed to integrate the secretarial and language skills. Over a 2-year period, 94 percent of the project's 180 enrollees graduated, and of these, 92 percent entered training-related jobs, many with employers who had never before hired Negro women.

2.3.46 SAN FRANCISCO UNIFIED SCHOOL DISTRICT
SAN FRANCISCO, CALIF.

CONTRACT 82–05–67–46

A TRAINEE UPGRADING PROJECT FOR NEWLY APPOINTED FEDERAL CIVIL SERVICE EMPLOYEES IN THE SAN FRANCISCO BAY AREA

The San Francisco Post Office undertook a "hire first, qualify later" program at the suggestion of the President's Committee on Manpower, following the Hunters Point riot of 1966. Five hundred persons were hired at neighborhood centers without regard to qualifications and were given temporary jobs for up to a year during which they could qualify for permanent jobs by passing the standard civil service examination.

The San Francisco Unified School District conducted a special training course to help these persons pass the exam. The course was conducted at or near the worksite before or after work hours for 2 hours a day, 5 days a week. More than half of the trainees passed the exam and became regular employees, and most of the remainder obtained other jobs with the assistance of the training.

2.3.47 SANTA CLARA COUNTY MEDICAL SOCIETY
SAN JOSE, CALIF.

GRANT 92–05–68–10

FINAL REPORT, MILITARY HEALTH MANPOWER PROJECT

This is a report on a project conducted by a county medical society in cooperation with the California State Employment Service.

The project provided career guidance and counseling to discharged servicemen, referred through Project REMED and other sources, who had some prior training in health services while they were in the military. The project and the ES helped to find appropriate job placement and educational training for these health-trained veterans.

The major project finding was that veterans with some medical training can be attracted to the health careers if proper guidance and counseling is provided. The project demonstrated that chapters of a large national organization (the American Medical Association) can effectively provide such guidance and counseling.

The report discusses the problems involved in the recruitment, community participation, counseling, education, licensing, and job development and placement for ex-servicemen with some health training.

2.3.48 E. F. SHELLEY AND COMPANY, INC.
NEW YORK, N.Y.

CONTRACT 87–34–69–01

WORKER RELOCATION: A REVIEW OF U.S. DEPARTMENT OF LABOR MOBILITY DEMONSTRATION PROJECTS

The U.S. Department of Labor has conducted a pilot labor mobility program in 28 States since 1965. The major objectives of the projects were to ascertain whether relocation of workers is effective in reducing unemployment; to determine whether a broader relocation program is desirable; and to evaluate policies and techniques which might be incorporated in a broader program. The objective of this study was to produce a comprehensive, systematic review of the knowledge gained during the 4 years these projects operated.

The contract pulled together written material covering the experience of each labor mobility project. The projects perform five functions in the relocation of workers: they identify and screen the project population; select eligible workers; develop jobs; place workers on the jobs; and provide financial assistance and followup services. Detailed discussion of these functions and different approaches tested by the projects are outlined.

Measurement of project outcomes in the areas of program costs, training and relocation of population, and financial assistance are discussed.

The study concludes that the labor mobility projects demonstrated that worker relocation can be used to assist unemployed people, with varied backgrounds and skill levels, to find employment.

2.3.49 E. F. SHELLEY AND COMPANY, INC.
NEW YORK, N.Y.

CONTRACT 82–34–70–26

UPGRADING THE WORKFORCE: PROBLEMS AND POSSIBILITIES

Picking up where they left off from a Ford Foundation study, "Climbing the Job Ladder," the Shelley Company studied a mix of 20 programs (in projects or companies) which involved upgrading. The aim is not to develop a "how-to guide for program implementation but rather to fertilize the thinking of decisionmakers about the problems and possibilities in providing greater opportunities for nonsupervisory workers."

The Shelley staff interviewed 172 management level people in various parts of the country in programs which utilized various techniques for upgrading—some quite innovative. Their principal findings are: (1) There is no single upgrading technique or model for all companies; (2) management is unwilling to consider major changes unless faced with some business crisis or pressures brought on by skill shortages, Equal Employment Opportunity Commission compliance actions, or threat of loss of Government contract; (3) line managers, foremen, and workers are demanding more participation in the decisionmaking process and seeking knowledge of their role in the process; and (4) the longest lasting upgrading efforts are those which strive for a total work environment of openness and opportunity.

The conviction that the personnel already in use are economically viable inhibits management from undertaking changes that would improve the upward mobility of nonsupervisory personnel, the study notes. Further, the most successful and lasting upgrading programs were not one-step upgrading projects but those working toward an atmosphere of genuine management interest in the workers. Workers seldom articulate career aspirations or desire for job upgrading, but with improved two-way communications, submerged aspirations come to the surface. The most successful programs were those which moved the trainee into already established promotion-ladder careers and those which helped management communicate its broad interest in the needs of all employees.

The report's principal recommendation is aimed at the Federal Government: the Department of Labor should establish an office dealing exclusively with employee upgrading to coordinate all Department programs, and this unit should develop solid lines of communication with other Government agencies that conduct upgrade programs. Sample program profiles for each program studied are included.

2.3.50 CITY OF CLEVELAND OFFICE OF THE MAYOR SKILL UPGRADING IN CLEVELAND (SUIC)
CLEVELAND, OHIO

CONTRACT 82–37–69–04

SUIC: IMPROVING OPPORTUNITIES THROUGH IN-PLANT TRAINING

This is a summary of activities, successes, and failures of a high intensity training (HIT) upgrading program in Cleveland under the Mayor's sponsorship.

The program itself is similar to ones conducted in Newark, N.J. (see 2.3.36) and Baltimore, Md. (see 3.3.137), under different kinds of sponsorships. The program involves the upgrading of low-skill, low-wage workers in a plant setting with small jumps in job classifications and pay increase guarantees in a short-term training course.

2.3.51 SOUTH CAROLINA DEPARTMENT OF CORRECTIONS

COLUMBIA, S.C.

Contract 82–43–66–98

Project First Chance (Training, Job Placement, Social Services, and Half-way House Facilities for Prison Inmates)

This is one of the earlier E&D projects, preceding section 251 of the Manpower Development and Training Act of 1962 (which provides legislative authorization for training prisoners), to explore the problems involved in introducing an MDTA training program into a prison. It also attempted to determine the usefulness of: Incentive payments to counterbalance the prison industry wages; counseling services for the inmate while in prison and upon release, as well as his family; and a halfway house facility for short-term stay upon release from prison.

Most trainees were placed in jobs upon release. In addition, many received prevocational education, and some completed high school, using programed instruction. Generally, those who lived in the halfway house and received the social services and job placement followup did better (as measured by recidivism, rates of pay, and church attendance) than the control groups who either received no training or who had training and no ancillary services.

Project staff was also successful in getting the cooperation of the local Department of Vocational Rehabilitation to accept prisoners on referral (as "socially handicapped") for purchase of tools and the first 2 weeks' "grubstake."

2.3.52 JOINT COUNCIL OF TEAMSTERS NO. 42

LOS ANGELES, CALIF.

Contract 82–05–67–38

Transportation Opportunity Program (TOP)

A labor union with substantial influence in the trucking and automotive service industries undertook to increase substantially the number of multidisadvantaged adult men in these industries. At the same time the program set about to introduce disciplined, systematic training methods and worker qualification procedures to several industries in which skill acquisition processes had often been casual and not wholly efficient. A large percentage of enrollees (three-quarters of them Spanish-speaking or black) were placed in well-paying jobs, retained these jobs and, in the trucking industry, obtained union membership. The project also provided automotive training for State prisoners released for work training and added an upgrading component in truck driving to move minority group workers from docks and warehouses to "the driver's seat."

The program is important for: (1) Union involvement in historically restrictive and loosely structured industries; (2) introducing systematized training modes; (3) surmounting substantial interagency problems connected with recruitment and instruction processes; and (4) its possible role as precursor to nationwide, industry-funded training efforts.

2.3.53 TRAINING AND RESEARCH INSTITUTE FOR RESIDENTIAL YOUTH CENTERS, INC.

NEW HAVEN, CONN.

Contract 42–9–001–7

The Training and Research Institute for Residential Youth Centers, Inc., A Final Report

The Institute, known as TRI–RYC, was created in 1968 to assist communities wishing to develop residential centers to provide supportive service to "high-risk" youth enrolled in training, education, and job opportunity programs. The program was based on the successful experience of TRI–RYC's staff with two model youth residential centers located in New Haven. The contractor was to: (1) Identify potential locations, sponsors, and funding agencies for other residential youth centers; (2) prepare and use a training manual with staff of such centers and similar or related programs; (3) provide technical assistance and arrange for center programs to be coordinated with existing local manpower programs; (4) assess the relative effects of the centers on their enrollees; and (5) disseminate the projects' experiences and findings. Under the contract, centers were developed in Flint, Mich.; Bridgeport, Conn.; Boston, Mass.; Cleveland, Ohio; and Trenton, N.J.

The report describes the TRI–RYC experience in carrying out this work, including the problems of tooling up and preparing for field-tests of the RYC model. Attention is focused on the model's staffing with indigenous nonprofessionals, orientation toward client services, sensitivity training for staff, and horizontal organization structure. It also discusses the effects on the centers' development of the quality of prime contract input, kind and number of agencies involved, source of funds, competence of staff, and the role of government policy and decisionmaking. Implications are drawn for the future development of similar residential programs.

2.3.54 M. K. TRIMBLE ASSOCIATES, INC.
ANNANDALE, VA.

CONTRACT 82–11–71–05

NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT

This is a report prepared for the Department of Labor to provide comprehensive evaluation of the eight manpower projects (see 2.3.14, 2.3.15, and 3.3.82) which form a pilot program that seeks to determine whether and how new attitudes and methods might be developed to make household employment a more attractive and rewarding occupation.

The projects provided training, counseling, and job placement services for household workers and sought to improve the self-image of the worker through a program of eight differently constructed and styled organizations operating a group of demonstration projects. The projects fell into two general categories: (1) Four provided training and placement with some followup services to insure that employment standards were maintained; and (2) four others were business-oriented and contracted with employers for the services of trained household workers on the project's staff.

The evaluation covers each of the eight projects in detail, includes a clear, concise résumé of project activities, and suggests the next steps to be taken by the project sponsors and the Department of Labor. The report concludes that: (1) Training and counseling programs built upon previous knowledge and which encouraged decisionmaking and evaluation of alternatives were more effective than those that attempted to start over and remake the household worker participant; (2) some form of work experience was considered an essential component so that trainees could make a relatively easy transition from the classroom to the requirements of an actual job; (3) employers are willing to pay higher wages and benefits and agree to higher work standards, but an intermediary organization is needed to act as a bargaining agent for the worker; (4) increased wages and benefits did not guarantee job satisfaction—participants in the projects were more satisfied when offered a choice of jobs within the occupation rather than when placed only in general housekeeping positions in private homes; and (5) business-oriented projects structured to become self-sufficient, profitmaking, or cooperative enterprises found they could not meet overhead or training expenses unless they progressed toward a diversified service operation.

In addition to the comprehensive evaluation report, three monographs concerning special aspects of household employment were prepared. These monographs are all included in a single volume entitled, *Three on a Single Theme* with separate subjects including: (1) There Can Be Career Opportunities in Household Employment; (2) Fair Play for Household Workers: A Training Guide for Employers with Suggested Personnel Practices; and (3) A Training Course Guide for Upgrading Workers in Household and Home-Related Occupations.

2.3.55 VANDERBILT UNIVERSITY
NASHVILLE, TENN.

GRANT 92–45–68–08

FINAL REPORT, UPGRADING HOSPITAL EMPLOYEES THROUGH AFTER-HOURS EDUCATION

This project was conducted by the training and education section of the Vanderbilt University Medical Center.

The project provided basic education, using the MIND (Methods of Intellectual Development) technique, to employees in a voluntary after-hours program in the hospital complex.

The major project finding was that some long-time employees in "deadend" jobs can be recruited for educational and job upgrading training in a relatively inexpensive, but well-structured, program. The report discusses the problems involved in running such a program—recruitment methods, educational techniques, selection of teacher-monitors, class scheduling, and student motivation—for two cycles. The gradual building of relationships between the training section and supervisors of employees is discussed.

2.3.56 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 92–53–70–04

INTERAGENCY COOPERATION AND INSTITUTIONAL CHANGE

This project report details the results of a year-long demonstration of research utilization in a regional project involving the employment service, vocational rehabilitation, mental hospitals, and university personnel.

Findings of a research and development project, Mental Health and Manpower (see 2.3.07) which had given vocational service and special post-placement support and counseling to mental patients, were taken as the subject matter of this dissemination and utilization effort.

Personnel were selected from mental hospitals, and from groups of counselors in the employment service and vocational rehabilitation agencies who served the same areas as the hospitals. Seventeen teams from six States were brought together in a conference at The University of Wisconsin. At this conference the teams reviewed the findings of the R&D project and began work on plans each team could take back home and implement, within existing resources.

University personnel followed up the process by stimulating the teams to complete their plans, facilitating communication between local, State, and regional levels, and helping to arrange for technical assistance.

The results indicated that institutional change can be stimulated at local levels. Key factors in the project's success were cooperation of both U.S. Training and Employment Service and Social Rehabilitation Service regional staffs in planning the conference and in selecting the participants. It was also established that a university team can work with local groups in followup and can intervene successfully in helping them get needed support.

This report presents a model for developing dissemination conferences with followup to stimulate utilization of R&D findings.

2.4 PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971—
Doctoral Dissertation Grants Under the MDTA

2.4.01 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–05–68–70

ROBERT J. FLANAGAN, DOCTORAL CANDIDATE; DR. LLOYD ULMAN, SPONSOR, DEPARTMENT OF ECONOMICS

AN ANALYSIS OF INTERNATIONAL DIFFERENCES IN NONCYCLICAL UNEMPLOYMENT

The purpose of this study was to determine why the rate of unemployment associated with price stability is considerably higher in the United States than in some European countries. It develops a conventional Phillips curve model, which summarizes the conflict between price stability and full employment, and relates it to some underlying structural factors that various public policies could presumably change. The study then estimates Phillips curves for the United States, the United Kingdom, and Sweden, using unpublished as well as published data on wages, profits, cost of living, and aggregate unemployment rates. Several hypotheses on labor policies and seasonal, frictional, and structural unemployment were tested to determine their influence on international differences in unemployment.

The major differences among the Phillips curves were traced to the unemployment variable, which was shown to depend on both the speed of adjustment and the relationship between unemployment and job vacancy rates. In some countries wage drift is in part a reflection of efforts to provide greater adjustment speed in situations in which the wage-setting institutions tend to dampen the flexibility of these adjustments. However, in the present instances, those countries which exhibited the greatest wage drift had more favorable Phillips curves than the United States. If drift is an indication of the speed of wage adjustment to a labor market disequilibrium, then the apparent absence of substantial drift in the United States implies that a relatively greater mismatching of supply and demand in the labor market is the source of the inferior U.S. Phillips curve. The evidence indicates that the U.S. problem is due to the relatively high rate of separations and labor force entry, with resulting unemployment.

The researcher concluded that his results imply that U.S. economic policies covering factors other than prices and wages have not been adequate; U.S. labor market programs do not generally treat the main source of observed international differences in the Phillips curve—that is, the frictional factors responsible for the high incidence of unemployment and vacancies in the United States at every rate of excess demand; and the scale of U.S. programs may have been too small to affect prolonged unemployment.

2.4.02 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

GRANT 91–05–69–54

MICHAEL J. BOSKIN, DOCTORAL CANDIDATE; DR. GEORGE F. BREAK, SPONSOR, DEPARTMENT OF ECONOMICS

THE EFFECTS OF TAXES ON THE SUPPLY OF LABOR: WITH SPECIAL REFERENCE TO INCOME MAINTENANCE PROGRAMS

The researcher investigated the effects of taxes on labor supply while analyzing the economic and noneconomic factors (for example, race, sex, age, or family position) which influence an individual to decide whether and how much to work and examined income maintenance proposals in the light of the results.

A theoretical model of the labor supply decisions of family members was constructed and applied to data from the 1967 Survey of Economic Opportunity to establish a basis for estimating labor supply curves for population subgroups. Three equations—one relating the expected wages of potential workers to personal characteristics, the second relating potential participation in the labor force to such variables as wages and other income, and the third relating annual hours of work to annual wages and an analogous set of variables—were combined to give an estimate of the overall response of the labor force to income and taxes. The results of this analysis were used to estimate the effects of various income maintenance programs on the labor supply and income of the poor and the nonpoor.

Labor supply was found to be highly inelastic with respect to income for adult husbands. Income taxes affected labor supply in the same way. The author found no empirical evidence for thinking that income maintenance programs will adversely affect labor supply, except for those groups which social policy often keeps out of the labor force anyway: Wives with children, female teenagers, and elderly men.

2.4.03 UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-70-22

Robert C. Forthman, Doctoral Candidate; Dr. Kermit T. Wiltse, Sponsor, School of Social Welfare

Hardcore Youth Unemployment

In this study, the researcher—a social worker by profession—sought to analyze the "culture" of a group of about 100 "hard-core" youth in a poverty area in San Pablo, Calif., principally by observing their behavior and tape-recording their conversation in 62 weekly discussion meetings (which they were paid to attend). He also gave them a variety of individual services, in the hope that these services, coupled with the peer-group discussions, would help some of them into jobs and better work adjustment.

About one-fourth were considered to have extreme problems concerning employment; about one-third were classified as having good potential for regular employment; and the in-between group were judged able to secure jobs fairly easily but to have difficulty in holding jobs.

The "culture" of these young people, the researcher found, was described principally by their attitudes toward cars, intoxication (from drugs or alcohol), getting into trouble, their own childhood, proving masculinity, meeting and loving girls, and marriage and fatherhood. School and work were classified as "minor aspects" of the perspectives of hard-core youth.

The researcher characterized his expectations that social work services would improve the young men's employability as "incredibly optimistic and naive."

2.4.04 THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-15-68-76

Laurence E. Devlin, Doctoral Candidate; Dr. William S. Griffith, Sponsor, Department of Education

Participation in Adult Education and Occupational Mobility

This study tested the hypothesis that participation in adult education is positively associated with occupational mobility. Four groups of 40 men each were interviewed: Participants—frequent and infrequent—in the adult education program of a junior college in Cicero, Ill., and nonparticipants—aware and not aware of the program's existence. Although the demographic characteristics of the groups did not differ significantly, nearly one-fourth of the nonparticipants, but none of the participants, were college graduates. Occupational mobility was measured by the number and direction of all job changes since first entry into the labor market.

2.4.05 CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-05-69-22

Donald Eugene Wise, Doctoral Candidate; Dr. Paul Sultan, Sponsor, Department of Economics

Bracero Labor and the California Farm Labor Economy: A Micro Study of Three Crops, 1952 through 1967

This study estimated the influence of the 1951–65 bracero program on agricultural production in California. A model of crop production was developed and used to approximate the market determination of total employment, wages, bracero employment, wholesale prices, production, and harvest acreage for a single crop. This model was then estimated for three crops (melons, lettuce, and strawberries) over the period 1955 through 1967. The actual data from these years were compared with estimates from the model both with and without the use of braceros.

The analysis indicated that the termination of the bracero program resulted in an increase in farm wages, domestic employment, and, to some extent, prices and that a moderate decline in production, acreage, and total employment also occurred.

2.4.06 COLUMBIA UNIVERSITY

NEW YORK, N.Y.

Grant 91–34–66–31

Myron David Fottler, Doctoral Candidate; Dr. James W. Kuhn, Sponsor, Graduate School of Business

Manpower Substitution in the Hospital Industry: An Exploratory Study of the New York City Voluntary and Municipal Hospital Systems

This study of New York City voluntary and municipal short-term general hospitals sought to determine the degree to which less-skilled manpower is substituted for higher skilled labor, the causes of the substitution, and its implications for the quality of hospital services. Statistics on hospital skill level, hospital size, case mix, case severity, technology, neighborhood characteristics, skilled wage rates, skilled workload, and costs per patient day were analyzed for 1955 and 1965. Interviews were also conducted with 11 hospital administrators, city officials, and union leaders.

The researcher found that the municipal hospital system, but not the voluntary hospitals, had been following a policy of manpower substitution. Because of the voluntary hospital administrator's greater autonomy, the voluntary system has been able to offer better inducements for skilled labor.

Possible reasons for manpower substitution identified by the researcher include not only increasing shortages of and competition for skilled labor but the inability of professional associations to resist the ready availability of less-skilled labor, the declining importance of students as a source of labor, and the increased unionization of unskilled labor. He also found that the lower skill level in the municipal hospitals appeared to be related to lower quality service and higher costs per patient day. In general, he concluded, skilled and unskilled labor should be increased or decreased simultaneously if hospitals are to avoid inefficiency, poor utilization of skills, and higher costs on the one hand or inadequate supervision and deteriorating quality on the other.

2.4.07 COLUMBIA UNIVERSITY

NEW YORK, N.Y.

Grants 91–34–68–20 and 91–34–69–19

Carol A. Brown, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

The Development of Occupations in Health Technology

This study of two occupational groups—X-ray technician and medical laboratory technician—was concerned with the occupations' internal development, their relationship with organized medicine, and the effects of governmental and educational decisions on the growth and shape of the occupations. The development of these two particular occupations was investigated as a means of studying "the politics of occupations."

A detailed examination of the fields of radiology and pathology, in which X-ray technicians and medical laboratory technicians are employed, focused on the interrelationship of superior and subordinate occupational groups and the influence of each on the division of labor. The analysis of government's effect on the occupations concentrated on licensing authority. A limited sample of technicians in New York and Long Island was surveyed, and officials of the various organizations involved were interviewed.

The major thesis advanced and sustained by the study was that the two occupations were created neither by the holders of the jobs themselves, by the needs of the economy, nor by the health service needs of the public. Rather, they were shaped to a large extent by the consciously directed activity of organized groups: Physicians, technicians, and other interested parties. This activity was marked by conflict rather than by consensus.

Conflicts over the development of the occupations were found to be centered away from the worksite. Qualifications for entry into the occupations as well as standards for wages and work were typically set by agreement between physicians' professional associations and the technicians' professional associations. Licensing battles were fought in State legislatures or other governmental units, and control of occupational training was sought in colleges and junior colleges as well as hospital-attached schools and training programs. Thus, according to the researcher, these groups sought to assert control or influence over the formal organizational structures which have the power to define and impose a division of labor and of rewards for labor in the health services industry. If this method of occupational development is widespread, as the study suggests, then the status and content of occupations is not necessarily determined by economic or technological forces but may arise from the conscious application of organized power to create and maintain a division of labor favorable to the holders of power.

2.4.08 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grants 91–34–68–47 and 91–34–69–44

Sally T. Hillsman, Doctoral Candidate; Dr. Terence K. Hopkins, Sponsor, Department of Sociology

Entry Into the Labor Market: The Preparation and Job Placement of Negro and White Vocational High School Graduates

This study investigated whether and how much vocational education contributes to equalizing job opportunities for minority groups. Research was done at the High School of Fashion Industries (HSFI) in New York City, a public school organized to train manpower for the apparel industry. Social security work histories and school records of 1,389 female graduates were analyzed, and interviews were held with administrators, teachers, and job placement personnel of the HSFI.

It was found that racial discrimination, often unconscious, operated within the educational system at decisive career points for the students: Placement in tracks for training and job referral at graduation. Placement in tracks was not based on objective achievement criteria or student interest, but largely on preconceived notions of the inferiority of Negro and Puerto Rican students. The track system itself reflected primarily the apparel industry's increasing need for low-skilled, low-paid workers.

Referral to entry-level jobs was also determined largely by subjective criteria. Even when educational achievement was equal among students, minority graduates were led to lower level jobs, while whites were directed into the few elite positions. The effects of this discrimination were cumulative; after 7 years in the labor force, minority workers experienced more unemployment, lower status jobs, and lower wages than whites.

The author further found that: (1) The apparel industry rarely met students' aspirations for jobs with acceptable working conditions, pay, and social prestige —yet the goal of the HSFI was to place graduates within this industry; (2) the students' belief that their needs were not being met, aggravated by the feeling among minority groups that they were judged on racial norms, encouraged student alienation from the school and the industry; and (3) large defections of graduates from the apparel industry increasingly thwarted the school's achievement of its placement goals.

2.4.09 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91–34–68–14

Eliot S. Orton, Doctoral Candidate; Dr. George H. Hildebrand, Sponsor, Department of Economics

Inexperienced Workers in the Labor Market

This study investigated the hypothesis that work experience is an important determinant of a worker's probability of being hired and will generally be reflected in starting-wage differentials except in firms that hire the less experienced and inexperienced only when the supply of experienced workers is depleted.

The researcher obtained data on a sample of new hires from large firms (over 500 employees) in a middle-sized metropolitan area. A multiple regression model, holding age and sex constant, was used to measure the effect of experience on entry wages.

No experience differential was noted for wages in manual occupations. Age showed some tendency to be a significant factor in determining wages in manual occupations; education, in clerical positions.

2.4.10 CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-68-71

Robert J. Hines, Doctoral Candidate; Dr. George H. Hildebrand, Sponsor, Department of Economics

An Econometric Model of External Labor Supply to the Establishment Within A Confined Geographic Market

This thesis examined the relationship of the level of blue-collar employment to the level of hourly entry wages in the Buffalo labor market. Data on wages and work force from 1957 to 1968 from 39 establishments were used for both time-series and cross-section analyses for individual employers, for selected subgroups of employers, and for all 39 employers combined.

In all cases, the annual rate of change in labor supply to the establishment was significantly associated with the rate of change in the entry level wage. The absolute level of the entry wage was significant in many cases, but less important in explaining variance. Thus an employer who wants to increase employment at a faster rate than his competitors must increase his entry wage faster also.

At least half of the establishments experienced a marked alteration in the elasticity of their labor supply when the labor market began to tighten in the 1960's. Subregional markets had a tendency to drift and contract in response to changes in the demand for labor. Interaction and competition among employers were concentrated in an area substantially smaller than the entire SMSA.

2.4.11 THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 91-10-70-25

Kennith G. Gordon, Doctoral Candidate; Dr. Ralph O. Gallington and Dr. H. Grant Goodell, Sponsors, Department of Vocational Education

A Taxonomy of Marine Technicians and Technologists and the Implications for Training Them

This study was designed to ascertain and describe the essential educational, training, and classification characteristics of marine technical personnel and to suggest their implications for oceanographers, technical educators, and institutional administrators of programs in marine technology. Extensive interviews were conducted with over 100 marine technical and scientific personnel, including representatives from the United States, Norway, and the Federal Republic of Germany. Preliminary data from a pilot study of selected marine-related employers in Florida were reinforced by interviews and observations on seven oceanographic research vessels.

The study revealed that a strong affinity for the sea is a prerequisite to successful oceanographic employment; that American marine technical personnel do not share peer-group identity with scientists; that European marine technical personnel perform more difficult tasks, with more independence and freedom than their American counterparts; and that Europeans decide upon careers in marine technology earlier because secondary school students obtain job experience as an integral part of their education. In the United States, employers expressed preferences for technicians and technologists who had earned at least a bachelor's degree.

Two hypotheses were tested and rejected: (1) That the characteristics of marine technical personnel do not differ significantly between the United States and selected foreign countries; and (2) that marine scientists and oceanographers do not agree on the classification of marine technical tasks.

Test data for the second hypothesis were obtained with the aid of a Q-sort deck composed of 60 captioned photographs. From the same deck, it was possible to validate a classification of marine technical personnel which included (in ascending hierarchical order): Marine Technical (Oceanographic) Aides, Marine Technicians, Resident Marine Technicians, Senior (Chief) Marine Technicians, and Marine Technologists.

2.4.12 HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91–23–68–57

Michael L. Wachter, Doctoral Candidate; Dr. John T. Dunlop, Sponsor, Department of Economics

Relative Wage Determination Among Industries: Some Theoretical and Empirical Results

This dissertation developed a model of relative wage level determination among firms, using data from a private unpublished wage survey of the Boston labor market during the period 1959–69.

The basic model was tested on a wage dispersion index (the coefficient of variation of average hourly earnings, excluding overtime for two-digit manufacturing industries) for 1947–67; the coefficient of variation for all industries for 1929–58; relative wage equations for each manufacturing industry for 1947–68; and wage indexes for the Boston firms.

A basic hypothesis of the model was that industries may be divided into high- and low-wage sectors. The analysis revealed that wage dispersion reflects differences in the competitiveness of both product and labor markets. During periods of low unemployment, the low-wage industries increased their wage levels relative to the high-wage industries (thus closing the gap) and during periods of high unemployment, the high wage industries gained relatively. However, trade union policy and administered prices produced a relatively acyclical wage pattern in high-wage industries. Industries with the largest increases in product demand were found to have the greatest increases in relative wages.

The researcher noted that the narrowing of wage gaps during periods of low unemployment may suggest that the low-wage industries emphasize a wage policy rather than permit a substantial downward adjustment in work quality. If this is correct, he concluded, manpower training programs are needed even during a period of low unemployment if very low-skilled workers are to find employment. He also concluded that any governmental policy that leads to an increase in unemployment has a discriminatory effect, hurting not only the workers who are forced into unemployment but also the wage levels of many workers who remain employed. It was suggested that high rates of inflation may in themselves benefit the workers in the low-wage industries relative to those in the high-wage industries.

2.4.13 UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91–15–66–52

Edward W. Haurek, Doctoral Candidate; Dr. Joseph R. Gusfield, Sponsor, Department of Sociology

The Impact of Socioeconomic Status and Peer and Parental Influences Upon College Aspiration and Attendance

With data from Project TALENT on boys who were in the 10th and 12th grades in 1960, this research addressed the question of whether the expectations of peers and parents determine not only the boys' college aspirations and attendance but the way in which other factors are related to those aspirations and attendance.

The study attributed more influence to peer and parent expectations than most previous studies, through analysis of their multiplicative as well as additive effects. It also found that the impact of other factors on aspiration/attendance depended on whether parents and peers were supportive, in disagreement, or nonsupportive.

2.4.14 UNIVERSITY OF ILLINOIS
URBANA, ILL.

Grant 91–15–70–47

Roger Hugh Bezdek, Doctoral Candidate; Dr. Hugh Folk, Sponsor, Department of Economics

Manpower Implications of Alternate Patterns of Demand for Goods and Services

In this study, the researcher developed a general economic model of the industrial and occupational manpower requirements likely to be generated by different distributions of the gross national product reflecting alternate national goals and priorities. Components of this model were: An activity-industry matrix which transforms expenditures in 55 economic activities into direct output requirements from 86 industries; an 84-by-84 interindustry-employment matrix which translates output requirements into direct and indirect industrial employment demands; and a 66-by-185 industry-occupation matrix which translates interindustry-employment demands into manpower requirements. Using 1960 data, the gross national product for that year was redistributed according to four different expenditure patterns reflecting different national priorities and the manpower effects of the redistributions were estimated.

The researcher asserted that his work expands on the pioneering work on goals analysis of the National Planning Association by providing a framework for investigating the manpower implications of an almost unlimited number of alternative resource allocation patterns. Unlike the NPA work, his study does not project future manpower requirements, but the system was developed to encourage such projections.

Though the author considered his model to be in a preliminary stage, his findings included the following: (1) The Nation's manpower requirements are highly sensitive to even limited shifts in national expenditures, and planners lack accurate and reliable manpower forecasts for the sensitive areas. (2) The demands for some occupations are tied very strongly to specific programs, while the demands for others are determined interdependently by many different activities. (3) While increased technological sophistication and specialization make employment in many industries and occupations more vulnerable to economic changes, economic and technological interdependence also serve to limit sensitivity to changes in demand in most manpower categories. (4) Those highly skilled personnel dislocated by reductions in defense spending probably cannot be absorbed into alternate domestic programs, which are likely to require persons with different education and skills. (5) There is more reason to cut back, rather than increase, graduate enrollments in most specialized scientific and technical fields. (6) Massive disarmament may create more problems than are generally anticipated. (7) There is a pressing need for the Federal Government to standardize its methods of collecting and classifying output and employment data.

2.4.15 THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

GRANT 91-22-69-27

PETER KOBRAK, DOCTORAL CANDIDATE; DR. FRANCIS E. ROURKE, SPONSOR, DEPARTMENT OF POLITICAL SCIENCE

PRIVATE ASSUMPTION OF PUBLIC RESPONSIBILITIES: THE ROLE OF AMERICAN BUSINESS IN URBAN MANPOWER PROGRAMS

This study of the planning, formulation, and implementation of the JOBS (Job Opportunities in the Business Sector) Program conducted by the National Alliance of Businessmen, partly under Government sponsorship, evaluated the program as an "ecology of games" in which each actor plays a role, calculates his goals, and pursues his particular game. A detailed analysis of the development of the program in Milwaukee focused on the relationship of employers, the ghetto community, and "interested third parties." The objectives were to develop a "process analysis" approach to the evaluation of social programs and to encourage assessment in political and social terms of program feedback to facilitate adjustments to accommodate the differing goals of the parties involved.

Although the researcher concluded that "In terms of its own definition of success and using its own figures, the Alliance must be viewed as a failure," he cautioned that:

> "NAB-JOBS . . . cannot be evaluated simply by comparing its avowed goals with its current outputs. . . . The limited basis upon which broad-aim programs are evaluated . . . becomes particularly significant, since the analysis of the particular project is artificially cut off from the larger policy system of which it is a part. . . . The success of such a program . . . may rest more on its ability to maximize social and political benefits and minimize social and political costs than upon the degree of efficiency in providing services which it attains. . . . To blame the public and private leaders of the JOBS program alone for its failures or credit them alone with its successes is highly misleading, for they were responding in large part to the sociopolitical price which the majority society would pay. . . . As the JOBS program has developed, it has performed an important function in clarifying the nature of a voluntary partnership between the larger organizations within the public and private sectors."

2.4.16 KANSAS STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
MANHATTAN, KAN.

Grant 91–18–70–17

William E. Spellman, Doctoral Candidate; Dr. John A. Delehanty, Sponsor, Department of Economics

Projections of Occupational Requirements for Kansas in 1980

This study sought to quantify the occupational structure of the Kansas economy and to develop a method of forecasting the State's occupational requirements in 1980.

The projections anticipate the combined effects of changes in technology and in consumption and production patterns. An interindustry input-output model developed by the Kansas Office of Economic Analysis was used to project levels of output and employment for each of the State's 55 industry groups. The occupational structure was determined, for nonmanufacturing industries, by adjusting national data (from the Bureau of Labor Statistics) and, for manufacturing industries, by the "best practice technique." This technique, based on a mail survey of the 1969 occupational profile and financial situation of individual firms, assumes that the industry average in 1980 will reflect the present situation in the most efficient and technologically advanced firms.

In comparison with projections of adjusted national data, the best-practice projections for manufacturing industries showed a lower growth rate for managerial and sales workers, a smaller decline for laborers, and greater growth for bookkeepers, cashiers, and craftsmen. Overall, however, the similarity of the results tended, in the researcher's opinion, to confirm the hypothesis that the industry average occupational structure in the future would follow that of the current best-practice firms.

The researcher concluded that the 1980 projections would provide information on which to base training programs as well as decisions on private investments in training and education. For example, area vocational schools can, by concentrating on the occupational requirements of the area's predominant industries and by getting more specific information from local firms in those industries, make plans that will meet area skill needs.

2.4.17 UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 91–22–70–19

Bennett Harrison, Doctoral Candidate; Dr. Lawrence R. Klein, Sponsor, Department of Economics, University of Pennsylvania

Education, Training, and the Urban Ghetto

This study extended the candidate's earlier research on the Harlem economy. For the present study, the primary sample consisted of over 11,000 household interviews drawn from the Survey of Economic Opportunity, conducted in 1966 and 1967 by the Bureau of the Census for the Office of Economic Opportunity. Additional samples were drawn from the nearly 40,000 household interviews from 10 ghettos (in eight cities) in the Department of Labor's 1966 Urban Employment Survey.

The hypothesis that increased education is positively associated with increased income and negatively associated with the probability of becoming unemployed was challenged, as it applies to minority workers. The researcher found that, for both whites and nonwhites, increased education was associated with moving into higher status occupations. For whites, increased education also meant higher earnings and lower expectations of unemployment, and these improvements were greater in the nonpoverty neighborhoods of the central city than in the ghetto and still greater in the suburbs. For nonwhites, however, earnings were hardly affected by educational increments short of a college degree, and increased education had no effect on their chances of becoming unemployed. Moreover, the study found the economic value of education to be no greater for nonwhites outside the ghetto, even in the suburbs. In the central-city poverty areas of the 12 largest American cities, graduation from high school had three times as high a marginal earnings payoff for whites as for nonwhites. For white high school graduates from the ghetto, unemployment rates were 4 percent lower than for white ghetto residents who never entered high school, but the comparable rates for nonwhites did not differ appreciably. Although education contributed to improved occupational status for nonwhite ghetto residents, the range of prestige positions over which these workers were mobile was exceedingly small.

In light of the dual labor market theory, the researcher concluded that attempts to change only the worker—whether by correcting educational "defects" or by moving him to a "better" environment—have not and cannot prove effective as long as the demand for the labor of these workers is not adequate. Since he found that in no part of the metropolitan area does the labor market "work" for nonwhites, he challenged the suggestion of dispersal of nonwhites to the suburbs as an effective manpower policy.

He suggested the development of a comprehensive program for public employment of the disadvantaged, primarily in new jobs involving much needed urban services, and the support of ghetto development corporations, which could serve also as suppliers of recruitment, prevocational training, and placement services to employers outside the ghetto.

2.4.18 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GRANT 91–23–69–02

A. BRADLEY ASKIN, DOCTORAL CANDIDATE; DR. ROBERT M. SOLOW, SPONSOR, DEPARTMENT OF ECONOMICS

AN ECONOMIC ANALYSIS OF BLACK MIGRATION

This study sought to determine the patterns, causes, and consequences of black migration. The researcher developed a model in which net area migration rates were expressed as a function of economic incentives (measured by median income, unemployment rate, and average benefits for recipients of Aid to Families with Dependent Children), sociological amenities (such as the area's population, degree of urbanization, and mean January temperature), and discrimination (measured as the nonwhite percent of the population and South or non-South location). Using data for 500 State economic areas from the 1960 census, he found that these factors "explained" only 18 percent of the variation in nonwhite net migration rates between 1955 and 1960—about half the "explained" variation in total net migration.

Another model, using seven equations, was constructed to examine the effects of migration on income, holding constant such other income determinants as age, education, urban-rural residence, and labor force participation. This model was applied to data from the 1/1,000 sample of the 1960 Census of Population.

2.4.19 MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

GRANT 91–23–70–23

BERTRAM CHARLES SHLENSKY, DOCTORAL CANDIDATE; DR. CHARLES A. MYERS, SPONSOR, ALFRED P. SLOAN SCHOOL OF MANAGEMENT

DETERMINANTS OF TURNOVER IN NAB–JOBS PROGRAMS TO EMPLOY THE DISADVANTAGED

This study investigated the effects on turnover of individual, job, and training factors in six NAB-JOBS (National Alliance of Businessmen—Job Opportunities in the Business Sector) programs subsidized by the Department of Labor during 1968–69. The programs involved a utility firm, an aerospace research company, an electronics company, an insurance firm, a bank, and a grocery-retail chain organization in a Northeast urban area. Demographic and wage information was obtained for 279 trainees; case studies of the programs were developed through interviews with the staffs; and the 72 trainees and dropouts who could be most easily found were interviewed about their attitudes.

About three-fifths of the trainees were men, three-fourths were black, their average age was 23, and their average years of schooling were 10. Men, youth, and blacks had significantly higher turnover than other trainees.

Although nearly three-fifths of the jobs paid less than $2 an hour, pay after training proved to be the most significant determinant of retention. It was not, however, significant for either whites or older workers. The researcher found that the jobs offered little significant skill training or promotion opportunity, but they were clean and not demeaning, provided regular breaks, and were covered by grievance procedures.

The three most successful programs—with retention rates exceeding 50 percent—used informal recruitment techniques and provided trainees with better information about the advantages and disadvantages of the job, and hence trainees had clearer expectations about the jobs. Two of these programs had been established to speed up integration of the company's work force.

2.4.20 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

GRANT 91-24-69-49

CHARLES A. DRAKE, DOCTORAL CANDIDATE; DR. PHILIP M. MARCUS, SPONSOR, DEPARTMENT OF SOCIOLOGY

MANAGEMENT, TECHNOLOGY AND BEHAVIOR OF WORK GROUPS

This study explored the question of what style of supervision is most appropriate for work groups operating under different technologies. The research was conducted in a midwestern industrial organization employing about 10,000 workers and producing over 400 products. The sample of 533 white-collar workers constituted 67 work groups representing seven industrial functions and the various tasks and technological systems throughout the company. The character of technology was measured by interviews with management personnel and the style of supervision—authoritarian or participative—was analyzed using employees' responses to questionnaires. Group performance was assessed through measures such as job satisfaction, commitment to organization goals, group interaction, and congruence between personal objectives and group goals.

The author found a strong favorable response to "participative management" by groups of highly skilled and educated personnel in nonrepetitive tasks. Conversely, as the technical structure of a work group gave rise to more repetitive task procedures and measures of workload and performance became more precise, the group's performance was less affected by style of supervision.

2.4.21 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANTS 91-24-67-21 AND 91-24-68-44

DOROTHY MARY CHAVE HERBERG, DOCTORAL CANDIDATE; DR. LOUIS A. FERMAN, SPONSOR, DEPARTMENT OF SOCIOLOGY

CAREER PATTERNS AND WORK PARTICIPATION OF GRADUATE FEMALE SOCIAL WORKERS

This study attempted to develop career pattern types for graduate women social workers which could be used to predict work participation levels. Career pattern types were formed by combining measures of early sex role ideology and sequence of marriage and professional education. Time actually worked divided by total possible work time in a given period was the measure of work participation. Data were obtained by questionnaires from 1,037 women 40 to 60 years old with graduate degrees in social work pertaining to family background, marital status, work and sex role attitudes, work history, and future work plans of those not working.

Situational factors—such as marriage, number of children, or geographic location—appeared to have more effect on the working lives of these women than factors like work commitment and aspirations.

2.4.22 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-24-70-49

BARRY DOV FINE, DOCTORAL CANDIDATE; DR. STANLEY E. SEASHORE, SPONSOR, INSTITUTE FOR SOCIAL RESEARCH

COMPARISON OF ORGANIZATIONAL MEMBERSHIP AND SELF-EMPLOYMENT

This study compared the characteristics and work values of the self-employed with those of other employed persons and attempted to determine the extent of the psychological advantages or disadvantages of self-employment. Employees of organizations and self-employed workers were conceived of as differing in organizational membership. A member was defined as one who works for someone else who employs 10 or more persons; self-employed workers who employ no more than nine others were classified as nonmembers. Survey data from a representative national sample were used to compare 1,092 members and 183 nonmembers.

Members scored somewhat lower in job satisfaction and higher in role strain and indexes of mental health. However, when demographic and job characteristics were held constant, average scores of members were better than those of nonmembers.

2.4.23 UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

GRANT 91–25–69–29

C. RUSSELL HILL, DOCTORAL CANDIDATE; DR. N. J. SIMLER, SPONSOR, DEPARTMENT OF ECONOMICS

THE ECONOMIC DETERMINANTS OF LABOR SUPPLY FOR THE URBAN POOR

This study investigated the effects of economic and demographic factors on the quantity of labor supplied by white and Negro male heads of poor families, in comparison with the nonpoor. A model was constructed based on the concept that individuals allocate their time between labor force participation and all other pursuits so as to obtain maximum utility for the family as a whole. In this model, the amount of labor supplied depends on tastes, "effective wage rates," nonlabor income (separated between investment income and transfer payments), net worth, educational attainment, health, and number of dependent children. Using data for 213 Negro and 125 white poor families and for 273 Negro and 582 white nonpoor families drawn from the 1966–67 survey of 30,000 households by the Office of Economic Opportunity, the model was tested by running separate regressions for Negro and for white male household heads.

The researcher concluded that his definitions of the amount of labor supplied (weeks spent in 1966 in job search and at work multiplied by 40 hours for full-time and 30 hours for part-time workers) and the effective wage rate (measured as the head's and his wife's annual earnings divided by the number of hours spent not only at work but in looking for work) gave more appropriate measures than those in similar studies. However, he pointed out that large standard errors of estimate limit the use of the estimated regressions for prediction.

2.4.24 UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

GRANT 91–25–70–59

ROBERT ROY TRUMBLE, DOCTORAL CANDIDATE; DR. RENE V. DAWIS, SPONSOR, DEPARTMENT OF INDUSTRIAL RELATIONS

PREDICTION MODELS FOR INSTITUTIONAL TRAINING PROGRAMS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT

In this study of the immediate outcomes of MDTA institutional training programs, the researcher developed trainee profiles and models for use in selecting and placing trainees. He used data for approximately 1,000 persons who entered training courses in 10 large metropolitan areas from November 1969 to March 1970, based on interviews conducted when they entered training and from 1 to 6 weeks after they dropped out or completed the course.

At the time of the second interview, trainees who were employed (regardless of how much they were earning), in school or receiving further training, or in the Armed Forces were counted as successful. Trainees who were unemployed, in a penal institution, or on welfare were classified as unsuccessful. Data for those not in the labor force or ill were not analyzed. Two measures of success were calculated for each trainee: A simple dichotomous split and a ranking based on the value assigned to the trainees' employment status.

Trainee profiles were constructed from 49 questionnaire items, and 21 of these items were used in testing eight prediction models—one each for black and white men and women for each of the two measures of success. The questions covered such matters as how the trainee learned of the program, why he entered it, whether he bought food stamps or participated in a surplus food plan, what he thought of his previous job, whether transportation had been a problem on his previous job, whether he had ever been picked up by the police, what he thought of his chances of getting into his desired line of work, and what his best friend usually did.

The models for white men were not useful for predicting success, in the researcher's opinion. For black men and black women, he asserted that cross-validated models which showed a correlation of .32 and .33 between observed and predicted outcomes would be useful for selection or placement. For white women, he termed his models "marginally beneficial."

2.4.25 NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

GRANT 91–15–70–18

WENDY LEE GRAMM, DOCTORAL CANDIDATE; DR. GEORGE E. DELEHANTY, SPONSOR, DEPARTMENT OF ECONOMICS

A MODEL OF THE HOUSEHOLD SUPPLY OF LABOR OVER THE LIFE CYCLE: THE LABOR SUPPLY DECISION OF MARRIED SCHOOL TEACHERS

This study developed a model of consumer choice from which implications were derived about the life-cycle labor supply patterns of married women, with special reference to the effect of the presence of children on the household's economic decisions. In the model, the woman's decisions to teach (or not) and to be a substitute or a regular teacher were assumed to maximize the household's utility, discounted and integrated over the life of the household. Household utility in any period was defined as a function of the total amount of consumption in that period and the amount of leisure (time not spent at market labor) of the wife and of the husband. The model specified how the household utility function changes over time to reflect the presence and aging of children in the household by affecting the marginal utility of household consumption and of the wife's leisure time. The model was tested with data obtained by questionnaire from 45 former teachers, 126 part-time teachers, and 269 full-time teachers in suburbs of Chicago.

The results confirmed the hypothesis that the ages of children are very important in explaining variations in the workloads of married women, showing that women with young children tend to spend less time teaching. In two-child families, the age of the second child did not affect the wife's work pattern as much as the age of the first child.

It was also found that the woman's labor supply was negatively related to the husband's wage and positively related to her own wage. This latter relationship was very weak for substitute teachers, indicating that once a woman decides to be a substitute teacher, her wage does not determine how many days per week she works.

Thus, the researcher concluded, increasing the part-time wage relative to the full-time wage might cause full-time teachers to switch to substitute or part-time teaching. When teachers are unemployed, switching to double shift schedules could increase employment even if the women were able to teach both shifts if they wished. On the other hand, if there were a shortage of teachers, increasing the wage would increase the amount of labor supplied by married women.

2.4.26 PRINCETON UNIVERSITY
PRINCETON, N.J.

GRANT 91–32–68–19

PAUL OFFNER, DOCTORAL CANDIDATE; DR. ALBERT REES, SPONSOR, DEPARTMENT OF ECONOMICS

LABOR FORCE PARTICIPATION IN THE GHETTO: A STUDY OF NEW YORK CITY POVERTY AREAS

This study investigated the effect of residential location within a metropolitan area on employment, unemployment, hours of work, occupations, and earnings, using data from a 1968 study for the New York City Planning Commission and from the 1960 census for 379 "poverty tracts" in New York City. Included in these tracts were Harlem and Bedford Stuyvesant, two of the country's largest and most concentrated Negro ghettos. The major concentration of jobs open to poor people in these areas was in midtown Manhattan, rather than in growing suburban employment centers, as in many other urban areas.

Analysis of the data showed that ghetto residence per se—in either Harlem or Bedford Stuyvesant—was the most powerful influence in depressing labor force participation and that it was more powerful for prime-age workers (25 to 54 years old) than for teenagers or older people. The distance from residence to the Manhattan employment center did not explain this result; labor force participation rates for prime-age workers had a smaller negative relationship to the distance variable than those for other age-sex groups.

The study attributed the lower labor force participation rates for prime-age workers in the ghetto primarily to the combined effect of poor health and the relative scarcity of jobs in the ghetto and surrounding areas—particularly jobs suitable for these workers. The health finding was largely inferred from other studies; the health variables in this study were not directly related to ability to work. Analysis of postal zone data demonstrated that the ghettos studied and nearby areas were particularly deficient in the kinds of jobs that prime-age workers are relatively most concentrated in—manufacturing, transportation, communication and utilities, and wholesaling. Instead, these areas had disproportionate amounts of employment in retail trade and services.

The researcher concluded that prospects for solving a manpower problem of this magnitude by encouraging firms to locate in the ghetto were not promising. He estimated that Harlem alone would need 6,000 new jobs just to bring prime-age labor force participation up to standard. Efforts to develop ghetto area jobs should be coupled with a greater investment in the health of ghetto residents, improvements in public transportation, and a vigorous attack on residential segregation in suburban areas, in his opinion.

2.4.27 PRINCETON UNIVERSITY
PRINCETON, N.J.

GRANT 91–32–70–01

RONALD L. OAXACA, DOCTORAL CANDIDATE; DR. ALBERT REES, SPONSOR, DEPARTMENT OF ECONOMICS

MALE-FEMALE WAGE DIFFERENTIALS IN URBAN LABOR MARKETS

This study used regression analysis of wage rates for men and women, by color, to estimate the effects of sex discrimination in the labor market. Conceptually, discrimination was defined as the difference between the observed male-female wage ratio and the ratio that would prevail in the absence of discrimination. Operationally, the so-called coefficient of discrimination became the male-female differential in the variations in wage rates which were not associated with measures of personal and employment characteristics in two alternative models.

Both models related the hourly wage to investments in human capital in the form of years of schooling and estimated years of potential work experience (with an adjustment for women for time lost because of childbearing). Both also linked wages to health problems that limit the kind or amount of work, part-time employment, migration, marital status, size of community, region of residence, and, for women, number of children. One model also included measures of class of worker/union membership, industry, and occupation. The models were applied to data from the February 1967 Survey of Economic Opportunity for respondents aged 16 and over who lived in urban areas and reported an hourly wage in the preceding week.

Gross average wages (geometric means) for men exceeded those for women by 54 and 49 percent for whites and Negroes, respectively. The personal characteristics variables used in the less comprehensive model "explained" only 14 percentage points of the male-female differential for whites and 4 percentage points of that for Negroes, averaging slightly different computations based on the male and female wage structures. The more comprehensive model, including employment characteristics, "explained" an additional 11 percentage points of the white differential and 20 more points of the Negro differential. The "unexplained" difference, sometimes called the standard error of estimate—40 or 29 percent for whites and 45 or 25 percent for Negroes, depending on the model—was attributed to sex discrimination.

The researcher asserted that the more comprehensive model was too conservative a measure, since it controlled for "virtually all" of the sources of employment discrimination against women. Apparently, then, most of the wage discrimination against women cannot be linked with any specific differential in employment conditions.

Other results concerned the relative effects on men's and women's wages of the several variables and comparative rates of return on investment in human capital.

2.4.28 PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

GRANT 91-16-70-26

THOMAS ANTHONY JESWALD, DOCTORAL CANDIDATE; DR. JOSEPH TIFFIN, SPONSOR, DEPARTMENT OF PSYCHOLOGY

PSYCHOLOGICAL AND ORGANIZATIONAL CORRELATES OF CAREER PATTERNS IN CLINICAL LABORATORY OCCUPATIONS

This study explored the extent of occupational commitment, needs, satisfaction, and professionalization among clinical laboratory personnel. Data on attitudes and job satisfaction were obtained by questionnaire from about 1,500 laboratory employees, and data on administrative goals and attitudes toward subordinates were obtained from 66 pathologists serving as laboratory directors in 124 hospitals in Indiana and Illinois. These cooperating hospitals constituted 37 percent of the short-term general hospitals that were invited to participate; the laboratory employees accounted for slightly more than half of those employed in the cooperating hospitals.

2.4.29 STANFORD UNIVERSITY
STANFORD, CALIF.

GRANTS 91-05-68-56 AND 91-05-69-55

JAY SIEGEL, DOCTORAL CANDIDATE; DR. JULIUS MARGOLIS, SPONSOR, DEPARTMENT OF ECONOMICS

INTRAMETROPOLITAN MIGRATION OF MINORITY GROUPS: RESIDENTIAL CHANGE IN RESPONSE TO OCCUPATIONAL OPPORTUNITIES

The central focus of this study was the relationship between the home and job location of the household within a metropolitan area: What factors explain the decentralization of the metropolitan population? Are there corresponding differences between white and minority group households?

A model was constructed in which the household simultaneously chooses the residential and employment location, monthly rent, number of rooms and the type of structure of the dwelling unit, so as to maximize its utility subject to the budget constraint. Determinants of these factors were defined as: (1) for home location —job location, income, number of workers; (2) for job location—home location, time to the average job location in the industry of employment; (3) for rent—price, home location, number of rooms, age of structure; (4) for rooms—income, age and type of structure, size of household, sex; and (5) for type—home location, number of rooms, number of workers, education.

The data base was the Home Interview Survey of approximately 30,000 households selected randomly throughout the San Francisco Bay area conducted in 1965 by the Bay Area Transportation Study Commission. Extensive socioeconomic information, including the location of employment by census tract, was obtained for each household. A special survey of 3,000 households obtained further information on household residential and employment mobility. A 1965 Interzonal Driving Times and Distance Matrix permitted the use of automobile driving time between two locations as the measure of distance.

The coefficients in the simultaneous model were estimated by two-stage least squares. The cross-section sample was stratified by tenure (renters and homeowners), by race (white, black, Oriental, and persons with Spanish surnames), and by position in the life cycle. The results of the regressions supported the model.

Black and white households had almost identical behavioral responses. The per unit, location free, price of housing was lower for minority groups than for white households, which argues that minority groups do not face price discrimination in the housing market. However, there was evidence that black households do face a geographically segregated market for renting but not owning.

For all groups, the elasticity of home location with respect to job location was much larger than the elasticity with respect to income. This, coupled with the movement of low-skilled jobs into the suburbs, argues that the decentralization of the metropolitan population will continue and is not due solely to rising incomes. Furthermore, subsidies to employers to locate in the central city, although they would increase the incomes of central-city residents, would provide a strong inducement for those residents to remain in the central city and might attract others to move into the central city. Thus a policy that is meant to alleviate the plight of the central city may only strengthen the racial and income split between the suburban and the central-city inhabitants.

2.4.30 TUFTS UNIVERSITY
MEDFORD, MASS.

GRANT 91–23–69–37

RICHARD N. HARRIS, DOCTORAL CANDIDATE; DR. EDWIN M. SCHUR, SPONSOR, DEPARTMENT OF SOCIOLOGY

THE POLICE ACADEMY: A PSYCHO-STRUCTURAL ANALYSIS

The study investigated the place of police work in society and in the hierarchy of occupations. It analyzed the police academy as a mechanism for training law enforcers and considered various influences on recruits' behavior and attitude formation—such as the academy's organization and orientation, the staff's attitudes, and the group's norms. The study also examined the adaptation of training procedures to contemporary law enforcement problems such as civil disturbances and public hostility.

The researcher became a participant observer for his study of a police academy's 12-week training program. In addition, he constructed a trainee profile from a review of academy records, submitted a questionnaire to the recruits, and interviewed them as well as academy staff, academy administrators, and the local commissioner of police.

When the recruits entered the academy, they seemed to manifest three orientations within academy life: An ethic of masculinity, a desire for improving occupational and financial status, and a "cops and robbers" interactional framework. The academy's "unrecognized and perhaps unintended" function appeared to be the cultivation of solidarity among the recruits to provide the patrolman with moral support in performing his duties in an environment which he was trained to perceive as hostile. The academy apparently tried to develop standardized behavior to lessen the individual's need to depend on his own judgment as well as to protect the department from criticism. Training experiences and role models encouraged defensiveness by fostering in-group/out-group distinctions which mirrored suspicion, hostility, and distrust of those outside the group and cooperation within; a superficial concept of professionalism—that is, primary emphasis on courtesy and neatness to build the public image; and a depersonalized perception of self and the citizenry. The complex, sometimes ambivalent aspects of human behavior were not considered, and, although the curriculum contained some material on minority groups and unconventional life styles, the study concluded that the training tended to reinforce existing intolerance. In the substantive training, means of reaching objectives were emphasized, rather than why the patrolmen act or should act as they do.

2.4.31 UTAH STATE UNIVERSITY
LOGAN, UTAH

GRANT 91–47–68–52

GARY B. HANSEN, DOCTORAL CANDIDATE; DR. FELICIAN F. FOLTMAN, SPONSOR, DEPARTMENT OF ECONOMICS, CORNELL UNIVERSITY

BRITAIN'S INDUSTRIAL TRAINING ACT: A CASE STUDY IN THE DEVELOPMENT OF PUBLIC MANPOWER POLICY

This dissertation investigated the impact of operations under the Industrial Training Act of 1964 on British skill development and manpower utilization programs.

The new system operates through training boards, which will have been set up for all industrial sectors by the end of 1971. These boards levy assessments on firms in their industry and then issue training grants to distribute the costs of training more equally and encourage more firms to train. Only recently have the boards begun to work with the manpower research unit of the Department of Employment and Productivity in setting up a system for manpower forecasting, with particular attention to the individual firm.

Criticism of the law has centered on the levy-grant system—that it is too complicated and that it is neither fair in redistributing cost nor geared to achieve the correct amount of training. The composition of the work force, the rate of expansion or contraction, and the rate of labor turnover all affect the size of the training effort required in particular firms.

The researcher concluded that the levy-grant system should not be used much longer, although he found that it had been useful in the educational process that was needed to modernize "the archaic structure of the system, the retrograde attitudes of management and labor towards the role of training as part of human resource development and the shortage of general training."

The first major objective of the act—to insure an adequate supply of properly trained men and women at all levels of industry—was still far from realization, the researcher found. The sharp upturn in unemployment since the devaluation of the pound in 1967 has required that priority be given to retraining in order to redeploy manpower from one firm or industry to another, and the government is operating an adult retraining system parallel to the industrial training system required by the act.

It was the researcher's judgment that the act has made its most significant contribution in improving the quality and efficiency of training—its second major objective. A training staff of 850 has been built up, primarily to advise employers on their training needs and how best to meet them. As the head of the Industrial Training Service observed, "The effective development of systematic training . . . over the major part of industry seems likely to depend upon adequate specialist help being made readily available to employers."

For the United States, the researcher argued that a manpower training advisory service with a broad range of functions could help insure that Federal funds spent for manpower training would result in higher quality training and contribute both to the overall improvement of training in industry and to a more effective manpower policy. He also singled out the industrial training boards as a useful model for the development of a comprehensive manpower training system in the United States. He concluded that the British government has attempted to create a broader and more comprehensive framework for their manpower policy than has the United States.

2.4.32 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

GRANTS 91-53-66-10 AND 91-53-67-16

COLLETTE HELEN MOSER, DOCTORAL CANDIDATE; DR. GERALD G. SOMERS, SPONSOR, DEPARTMENT OF ECONOMICS

AN EVALUATION OF AREA SKILL SURVEYS AS A BASIS FOR MANPOWER POLICIES

The purpose of this study was to evaluate the accuracy and usefulness of the Area Skill Surveys in which the U.S. Training and Employment Service[8] collects data from employers on current employment and projected manpower needs in 50 to 200 occupations. Data were obtained from publications, interviews with producers and users of the surveys, a resurvey of two firms to compare projected with actual employment, and detailed analysis of two surveys.

The researcher concluded that the surveys can provide the kind of information needed by manpower planners, vocational educators, and employers, but more cooperation is needed among these groups to improve both accuracy and usability of the data.

2.4.33 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

GRANT 91-53-66-27

JACK H. SNYDER, DOCTORAL CANDIDATE; DR. GERALD G. SOMERS, SPONSOR, INDUSTRIAL RELATIONS RESEARCH INSTITUTE

PERSONAL AND BEHAVIORAL FACTORS AFFECTING THE SUPPLY OF THE SELF-EMPLOYED

This study sought to identify personal and behavioral factors differentiating both self-employed retail managers who started their own businesses from those who bought an existing business and the self-employed from salaried managers, as a basis for estimating the number of self-employed in a general population of retail managers. Data were obtained in interviews with 132 self-employed and 68 salaried retail managers in Madison, Wis., who had operated their businesses for at least 3 years.

Those who started their businesses were found to be more satisfied with the performance of their businesses and to work fewer hours than those who had bought businesses. The self-employed managers had more years in the labor force and tended to be more self-reliant than salaried managers, but the latter had larger businesses. From these and other findings, the researcher developed a formula to estimate the number of self-employed and, by subtraction, the number of salaried workers, in a general population of managers.

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[8] Formerly the U.S. Employment Service.

2.4.34 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91–53–69–07

John Stirling Haines, Jr., Doctoral Candidate; Dr. W. Lee Hansen, Sponsor, Department of Economics

Human-Capital Obsolescence: The Effects on Earnings Patterns of Engineers of the Expansion of Technical Knowledge

This study analyzed the effects on the earnings patterns of engineers (classified by branch of engineering, industry, and age) of the expansion of knowledge in their field, the deterioration of learning capacity, and formal on-the-job training and informal on-the-job learning. The expansion of knowledge was measured by the increase in the number of periodicals relating to the particular branch of engineering, and information on earnings (both cross-section and longitudinal) was taken from several published sources covering the period from 1946 to 1966. Training was inferred from data on years of school completed in one of these sources.

The analyses did not fully support—but did not contradict—the hypothesis that the deterioration in the relative earnings position of older engineers is induced by the obsolescence of their technical knowledge. The fact that the evidence on the relationship between the earnings variables and the measures of education and training was often contrary to anticipations was attributed to possible defects in the measures.

2.4.35 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91–53–69–09

John Walter Hambleton, Doctoral Candidate; Dr. W. Lee Hansen, Sponsor, Department of Economics

Determinants of Geographic Differences in the Supply of Physician Services

This study focused on the relative importance of factors underlying a physician's choice of location for his practice, primarily focusing on income and "net advantages" (such as recreational and camping facilities, reasonable and attractive housing, and good schools) but also on the availability of pharmacists and other medical personnel, hospitals, and government-subsidized medical care for elderly and welfare patients. Using 1960 census data, the study analyzed and compared the major determinants of the distribution of general practitioners, specialists, and intern-residents by State, county, and postal zone.

2.4.36 THE UNIVERSITY OF WISCONSIN MADISON, WIS.

Grant 91–53–69–41

Andrew J. Winnick, Doctoral Candidate; Dr. Glen G. Cain, Sponsor, Department of Economics

The Characteristics, Education and Earnings of Technicians

This study focused on the impact of personal and family characteristics and amount and type of education and training on the earnings of technicians. Technicians were defined as draftsmen, designers, medical and dental technicians, surveyors, electrical and electronic technicians, other engineering and physical science technicians, and technicians not otherwise classified. The researcher used data for nearly 5,000 workers in these occupations from the 1962 postcensal survey of scientific and technical personnel, adjusted to eliminate those reporting inconsistencies in job titles, changes of occupation between 1960 and 1962, and excessive heterogeneity of job duties, as well as to minimize overlap between classifications. The adjustments were made by applying discriminant analysis and principal component analysis to reported data on job activities.

Earnings were found to be related to childhood socioeconomic status, size of city in which the worker grew up, sex, family structure, age, region of employment, and type of high school (academic, vocational, or general) attended. The major conclusion, however, was that, although the values of training and education were interdependent, 2 years of study at a college or technical institute were neither necessary nor, without additional training, sufficient to insure economic success as a technician in most of the occupations. Hence, the researcher concluded that other types of training programs, particularly apprenticeships with their combination of on-the-job training and formal instruction, would provide a more than adequate alternative to higher education by itself.

The researcher also maintained that previous studies using unadjusted census occupational data have systematically underestimated the impact of both education and training.

2.4.37 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 91-53-70-20

MYRON ROOMKIN, DOCTORAL CANDIDATE; DR. GERALD G. SOMERS, SPONSOR, INDUSTRIAL RELATIONS RESEARCH INSTITUTE

AN EVALUATION OF ADULT BASIC EDUCATION UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT IN MILWAUKEE, WISCONSIN

This study assessed two short-term adult basic education (ABE) programs conducted in Milwaukee under the Manpower Development and Training Act. Data were collected from interviews, a questionnaire, and employment service files for three sample groups: 200 individuals who completed either program; 50 who dropped out of the programs; and 50 who were eligible for but did not enter either of the programs.

Cost-benefit analysis showed a positive initial earnings differential for participants in the ABE programs, although their labor force participation rates were lower than those for the other groups. Those who went on to further training indicated that the basic education had provided them with the necessary background to master their occupationally oriented curricula and was excellent preparation for their most recent job. The program was found to have produced little or no improvement in reading habits, knowledge about political officeholders, and group affiliation. The researcher concluded that alternative approaches might be more effective for disadvantaged adults than short-term compensatory education.

2.4.38 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91-07-69-46

DONALD D. BOWEN, DOCTORAL CANDIDATE; DR. DOUGLAS T. HALL, SPONSOR, DEPARTMENT OF ADMINISTRATIVE SCIENCES

AN EVALUATION OF MOTIVATIONAL SIMILARITY IN WORK GROUPS

The researcher sought to adapt the "modal personality" approach (previously limited to investigating the linkage between behavior and general personality traits in groups such as nations and tribes) to the study of work organizations. He assumed that the work group is an appropriate unit of analysis in organizational research and that personality patterns, as measured by individual needs scores, contribute to major differences in the functioning of the work group. He explored the propositions that differences in work-group motivation would be associated with: (1) The use of different selection processes; (2) the presence of different socialization processes; and (3) differences in on-the-job behavior and attitudes as related to the organization's effectiveness and health.

One small, owner-managed electronics firm in a Northeastern State was studied. Nearly one-fifth of the staff of 330 were supervisors, managers, or professional or technical workers; the remainder were clerical or production workers. Eighty workers (evenly divided between men and women) were given the Thematic Apperception Test to measure their needs for achievement, affiliation, and power, and questionnaires to obtain demographic, job satisfaction, and group cohesiveness data. In addition, supervisors' evaluations of the workers were obtained, personnel procedures and supervisory practices were reviewed, and other members of the larger work groups were interviewed.

Finally, relevant studies from the fields of cultural anthropology, social psychology, industrial psychology, and organizational research, were received.

Leadership styles emphasizing selection (large number of interviews required for a hiring decision) and socialization (frequent and detailed reports required of subordinates) were identified. These styles were found to be related to the need levels and patterns of motivation among subordinates, as well as to turnover. Differences in motivation among work groups definitely moderated the relationships between leadership style and employees' job attitudes.

The approach was considered fruitful, and further research was suggested.

2.5 PROJECTS COMPLETED, JULY 1, 1970–JUNE 30, 1971—
Research Project Grants Under the MDTA

2.5.01 U.S. DEPARTMENT OF AGRICULTURE GRADUATE SCHOOL
WASHINGTON, D.C.

Grant 91–09–70–61

Robert B. Schwenger, Lecturer, International Trade and Commercial Policy

A Conceptual Framework for Measurement of the Impact of Foreign Trade on Workers

This study examined U.S. measures of the impact of foreign trade on manpower in the context of the theory of international trade and related discussion, to develop a valid conceptual framework for measuring the full costs and benefits to American manpower of changes in U.S. foreign trade.

The researcher concluded that foreign trade must be conceived of primarily as part of the dynamic world production-distribution-consumption process rather than as an aggregate exchange of goods between separate national economies. The latter concept, he found, has guided the dominant measure of the impact of trade on workers—the official figures on the aggregate number of jobs attributable to exports and the jobs which would have been required for U.S. production of "competitive" imports in a given year. According to the researcher, this concept omits the greatest source of benefits to workers—the innovation and growth made possible by trade—and includes large hypothetical costs in job losses, most of which never occur.

The researcher suggested that the costs to the economy and to workers which should be measured are those incurred by specific firms that have to adjust because imports cut into the market for their product and by workers who are dismissed, who must move, whose skills become obsolescent, or whose communities become depressed. Hypothetical costs should be excluded, but the real costs should be measured as completely as possible, using techniques developed by the Bureau of Labor Statistics in pilot studies. The benefits to be measured are those derived from the change in the world economic process—increased product, reduced prices, expanded consumption, higher wages and profits, and more employment. Both measures should include the real repercussions in other industries. An illustrative application of these concepts was made in an analysis of the effects of the U.S.-Canada automobile agreement.

The study proposed four modifications for the Department of Labor's trade-impact research program:

1. Establish two series of import studies—one on the overall relation of changes in imports, both aggregately and by industry, to the economic welfare of workers (as measured by such developments as prices, shipments, employment, productivity, wages, and profits), and the second on specific injury due to specific imports (emphasizing results such as losses to workers in wages, needed changes in skills, relocation, premature removal from the labor force, and family disruption).
2. Initiate a major series of studies of specific trade changes on a world product-economy basis—including changes in world output and distribution of the product, the costs to workers of those changes, and the pattern of costs-benefits for the product economy, as well as the effects on direct commodity substitutes and components.
3. Deemphasize the present import-export job comparisons by eliminating the computation of hypothetical jobs required to manufacture competitive imports.
4. Establish a series similar to the first import series, measuring the relation of changes in exports to changes in the economic welfare of domestic workers.

2.5.02 AMERICAN SOCIETY FOR TRAINING AND DEVELOPMENT [9]
MADISON, WIS.

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[9] In the 1970 projects book, this grant was inadvertently listed under the University of Utah.

GRANT 91-53-70-40

DR. GARTH L. MANGUM, HUMAN RESOURCES INSTITUTE, UNIVERSITY OF UTAH

TRAINING DIRECTORS IN PROGRAMS TO HIRE THE DISADVANTAGED

This survey of private industry's efforts to hire and train the disadvantaged was undertaken to provide the basis for a discussion of the subject at the 1970 convention of the American Society for Training and Development. Questionnaires were sent to all ASTD members employed in private industry. Because only about one-tenth of the 1,100 questionnaires were returned, the survey yielded merely insights and inferences, rather than representative data.

2.5.03 BOWDOIN COLLEGE
BRUNSWICK, ME.

GRANT 91-21-69-43[10]

DR. JOHN C. DONOVAN, DEPARTMENT OF GOVERNMENT AND LEGAL STUDIES

BRITISH MANPOWER POLICY AND THE PROCESS OF INSTITUTIONAL CHANGE

This study analyzed recent British experience in developing manpower policy as an instrument of institutional change. It focused on the influence exerted on manpower policy by national economic policies, private groups, and key civil servants. Data were obtained from descriptive literature on the British programs and interviews with British government officials, trade union and business group spokesmen, and leading academic specialists.

The principal findings were: The overt purpose of British manpower policy is far more economic than social; career government professionals have been influential in social and institutional change; and the employment service has a key role in a continuing manpower revolution, especially in a situation calling for the substantial upgrading of skills. Because of its present unglamorous image, the task of remodeling the employment service has become an urgent necessity.

This is also true in the United States, the author concluded, although an American observer can make only limited comparisons because British manpower policy has relatively little to do with the problems of the severely disadvantaged.

2.5.04 BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

GRANTS 91-37-66-71 AND 91-37-67-39

DR. ROBERT M. GUION, DEPARTMENT OF PSYCHOLOGY

THE MEANING OF WORK AND ITS RELATION TO THE DEVELOPMENT OF THE MOTIVATION TO WORK

This research project tested the hypothesis that an individual's motivation to work is a function primarily of the meaning work has for him and secondarily of his general level of activity (ranging from "laziness" to energetic purposiveness), his principal orientation to the work situation (to task, interaction with fellow workers, or self-enhancement) and the prevailing attitudes toward work in his work group. Measures of these factors were constructed for 91 male college seniors in engineering who accepted positions in eight firms cooperating in the study. Data were collected in three stages: Prior to employment, when expectations and ideals were probed; 8 to 10 months later, when corresponding questions about experience on the job were asked; and 2 months later, when the worksites were visited and peer ratings obtained.

The data did not satisfactorily support the basic hypothesis except for one group whose members were characterized as task-oriented but low in general activity level.

2.5.05 COLUMBIA UNIVERSITY
NEW YORK, N.Y.

GRANT 91-34-68-26

CYNTHIA FUCHS EPSTEIN, DEPARTMENT OF SOCIOLOGY

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[10] The project also received support from the Ford Foundation.

SOCIAL FACTORS AFFECTING UTILIZATION AND MOBILIZATION OF TRAINED PERSONNEL IN ELITE OCCUPATIONS

This project focused on the processes which both hinder and facilitate women's participation in professional careers as lawyers, doctors, scientists, and academics. Data were collected from interviews, the Bureau of the Census, and relevant national and international literature. The major product of the study—*Woman's Place: Options and Limits in Professional Careers*—is summarized here. (For other reports prepared under the grant, see 3.6.07.)

Research indicated that the small percentage of women who pursue male-dominated professions have experienced severe obstacles because a large proportion of both men and women in the United States think women ought not to or cannot engage in professional activity. Examination of the solutions employed by professional women to overcome personal and professional obstacles to the pursuit of their careers revealed that the women by and large followed an idiosyncratic process in finding the means by which they could fulfill multiple roles.

The research further found that the socialization process imposed upon girls and young women as they are educated and enter work situations greatly influences their occupational expectations and self-esteem.

The study noted that a worker's racial, ethnic, and sex status have always been crucial to his or her ability to acquire and perform occupational roles in American society. And the changes in occupational images and traditions which have begun breaking down racial and ethnic barriers were not found to have had the same effect on the sex barrier.

Several trends were noted which might lead to an increase in the number of women in professional life: (1) The accelerated rate at which women in underdeveloped countries have approached equality with men is likely to reinforce pressure for further improvement in the position of women in the industrial societies; (2) because the number (although not the proportion) of women in the male-dominated professions has increased, professional women are becoming more visible; and (3) the traditional prejudices vis-a-vis women do not prevail in many of the newer professional jobs associated with the growth of civil rights, poverty, and legal aid programs, community health programs, and developing areas of technology such as information retrieval.

2.5.06 INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

GRANTS 91-16-6632 AND 91-16-67-40

DR. C. L. CHRISTENSON AND DR. W. H. ANDREWS, DEPARTMENT OF ECONOMICS

MANPOWER AND TECHNOLOGY IN BITUMINOUS COAL MINING: 1956-70

This is a study of manpower adjustments in bituminous coal production necessitated by changes in the sources of consumer demand, with concomitant shifts in production sources and technology. It is based on data from the Bureau of Mines and a synthesis of the literature.

In 1964, the number of mineworkers was 100,000 below 1956, whereas production was virtually equal for these two years. Mine shutdowns may have accounted for about one-fourth of the decrease, while the remaining workers were employed more hours per week and more weeks per year. But the major factor in the lower employment level was an increase in output per man-day from 10.3 to 18.5 tons. Productivity rose as strip and auger mines increased their share of the market and many underground mines adopted undercutting machinery, mechanized loading, and the "continuous miner," which combines both operations. Underlying the changes in productivity were the increasing prevalence of long-term contracts and captive ownership, as manufacturing firms and electricity generating stations, plus foreign buyers, supplanted railroads and households as the industry's major customers.

It was estimated that nearly 50,000 of the displaced mineworkers were not absorbed by normal attrition, internal transfer, or early retirement. The authors asserted that almost nothing was done to aid these workers directly, and manpower programs during the early 1960's were of little help. Heavy unemployment continued for many years in some coal communities, particularly in Appalachia, which used a disproportionate share of the industry's manpower.

The researchers concluded that manpower needs in bituminous coal mining are likely to remain stable for some years unless breakthroughs in nuclear technology threaten coal's position as the chief electricity generating fuel. They also cited the possibility that operations may shift back to underground mining to maintain constant a supply should reserves dwindle. Nevertheless, they found that mining companies are beginning to recruit younger workers with higher education and supervisory potential both to meet the needs of management and to utilize more sophisticated equipment. However, the prospect of high wages alone may not be enough to compensate for the industry's lagging safety standards and persistently low status, in the researchers' opinion.

2.5.07 UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

GRANT 91-23-66-55

DR. EVERETT S. LEE, DEPARTMENT OF SOCIOLOGY

DIFFERENTIALS IN SPATIAL MOBILITY

Using data from the 1960 census on migration between 1955 and 1960, this project analyzed differentials in migration by direction, distance, age, sex, race, education, and occupation. The researcher recommended changes in public policy, particularly with respect to vocational education.

2.5.08 MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

GRANT 91-24-66-30

DR. MICHAEL E. BORUS, SCHOOL OF LABOR AND INDUSTRIAL RELATIONS

RESEARCH TO DEMONSTRATE THE USES OF UNEMPLOYMENT INSURANCE WAGE REPORTS

This grant was used to conduct substantive studies of manpower programs and problems and to demonstrate some of the possible uses of a hitherto neglected data source—the "wage reporting" data collected from employers by State unemployment insurance agencies.

The first study under the grant was a benefit-cost evaluation of the Neighborhood Youth Corps out-of-school program in Indiana, using wage reports to the Indiana Employment Security Division. This study concluded: (1) The earnings gain as a result of NYC participation is substantial for men but not for women, with corresponding social benefit-cost ratios; (2) high school dropouts benefit more from the program than do high school graduates; and (3) the longer the participants remain in the NYC, the greater are the increases in postprogram earnings.

In another study, the researcher compared two questioning techniques for securing earnings information. Two broad earnings questions and detailed work history information were asked of 300 residents of low-income neighborhoods. When the estimates for low-income respondents were compared with wage reporting data, the broad question approach was as accurate as the work history method, and therefore preferable because of its lower cost and greater ease of use. For respondents with higher incomes, however, the work history approach provided more accurate earnings estimates. Here, the survey analyst will have to weigh the improved accuracy of the work history against its disadvantages.

Work under the grant also included a third study, dealing with the benefits of training under the Manpower Development and Training Act in Indiana, which is not yet published. Wage reporting data on the 1967 and 1970 earnings of a sample of 5,600 persons who took MDTA courses in 1965 and 1966 provide a large sample to test the validity of earlier evaluations of institutional retraining and show the effects of cyclical downturns on the benefits from retraining.

On the basis of these studies, the researcher concluded that the wage reporting data of the unemployment insurance system are a valuable research tool.

2.5.09 THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

GRANT 91-24-67-56

DR. LOUIS A. FERMAN AND OTHERS, INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS

THE HARD-CORE UNEMPLOYED OF DETROIT: AN ECONOMIC AND SOCIAL PORTRAIT

This study used data from the Michigan Employment Security Commission for 2,114 Detroit residents who had been unemployed for 26 weeks or more in

February 1962 and followup data for 260 of these persons in 1964.

Through the use of multiple classification analysis on data from the larger group, personal characteristics, background, and labor market attributes were ranked by their relative contribution to the length of unemployment. The two most important were the worker's previous industrial attachment (about one-third had worked in the auto industry) and the number of "employment aids" (such as a truck or car, tools, or a license) he had. Education and age ranked next, probably reflecting the high proportion of Detroit residents born and schooled in the South who had come to Detroit during the 1940's.

From the data on the smaller group, the researchers concluded that a longitudinal, rather than a cross-sectional, measure of unemployment would be superior for policy purposes.

2.5.10 UNIVERSITY OF OREGON
EUGENE, OREG.

GRANT 91–39–66–38

DR. DONALD A. WATSON, BUREAU OF BUSINESS AND ECONOMIC RESEARCH

AN INPUT–OUTPUT MODEL FOR STATE MANPOWER PROJECTIONS

This study developed an input-output model of the Oregon economy in 1963 which was designed to permit distinctions between the effects of imports and exports on the State's economy and included households as a producing and consuming industry. This model was used to examine the demand for employment by occupation group for 68 major industrial classifications, corresponding to the classifications used in a national interindustry model for 1958. The study then illustrated use of the model for manpower planning.

Asserting that input-output analysis is the best currently available technique for bringing economic data to bear on policy decisions concerning manpower development, the researcher maintained that tying State or area models closely to national data and refining those data for local use can save much time and money.

2.5.11 PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

GRANT 91–16–68–36

DR. WILLIAM K. LEBOLD AND DR. DONALD A. WOOD, SCHOOL OF ENGINEERING

A MULTIVARIATE ANALYSIS OF ENGINEERING JOB SATISFACTION

This comprehensive analysis of professionals' job satisfaction focused on engineering and science graduates, but the techniques of analysis and the results were intended to have application for other professions and occupations. The researchers investigated not only the nature of job satisfaction per se but also the relationship between job satisfaction and a wide variety of external factors including working conditions, demographic variables, career patterns, professional activities, community leisure activities, and opinions and values.

Data were collected from two samples—engineering graduates in a National Goals of Engineering Education survey and engineering and science graduates of Purdue University. Variance analysis, multiple regression, and canonical correlation techniques were used to relate job satisfaction to the professionals' background variables, including education, employment, professional activities, and communities. The study concluded that multivariate techniques can be of particular value in understanding the complex of interrelationships involved in job satisfaction.

In the two samples, similar factors contributed to job satisfaction: Supervisory relations, professional recognition, job security, job status, professional challenge, job autonomy, and interpersonal relations. The three analytical techniques resulted in similar but complementary findings.

The investigation indicated the primary importance to professionals of the work itself—including challenge, professional recognition, and autonomy—as well as the importance of work associates. Job satisfaction was found to be especially high if technical and supervisory responsibilities were high, if demands were high, if there were continued opportunities to learn, if tangible professional accomplishments were evident and previous jobs had been satisfying, and if there was active participation in professional, cultural, and community activities.

2.5.12 UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

GRANTS 91-34-66-48 AND 91-34-67-53

DR. DEAN H. HARPER, DEPARTMENT OF SOCIOLOGY

THE RELATIONSHIP OF MIGRANT WORKERS' ATTITUDES AND BEHAVIOR TO THEIR WORK ENVIRONMENT

This investigation set out to examine the proposition that given the opportunity to earn a decent wage, the migrant farmworker would work harder, have less absenteeism, and have more favorable attitudes toward work.

At two camps in upper New York State (one where it appeared that working conditions were good, one where they were not), workers were interviewed at the beginning and end of the summer work season. Insurmountable obstacles (for example, rapid turnover and the hostility of a crew boss) prevented the collection of data on changes in behavior as a consequence of camp environment.

2.5.13 SAN DIEGO STATE COLLEGE
SAN DIEGO, CALIF.

GRANT 91-05-68-32

DR. OSCAR J. KAPLAN, DEPARTMENT OF PSYCHOLOGY

PLACEMENT OF UNEMPLOYED MIDDLE-AGED WORKERS IN SAN DIEGO, CALIFORNIA

This report presents data for 1,428 persons aged 40 and over who registered for work with the San Diego office of the California Department of Employment in early 1968. The researcher also interviewed persons who were familiar with existing employment programs for unemployed workers. His recommendations imply that he found shortcomings in the programs.

2.5.14 THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

GRANT 91-53-68-33

DR. JACK BARBASH, DEPARTMENT OF ECONOMICS

TRADE UNIONS AND NATIONAL ECONOMIC POLICY IN WESTERN EUROPE AND THE UNITED STATES

This study investigated the involvement of trade unions in the making of national economic policy in six European countries (the United Kingdom, West Germany, The Netherlands, Sweden, Austria, and France). In each country, union, management, and government administrators were interviewed, union decisionmaking activities were observed, and operating documents examined.

The Swedish case was found to be particularly significant because the "centerpiece" of national economic policy is an active manpower policy formulated, implemented, and administered in part by the labor movement.

In France, on the other hand, the national bureaucracy and business interests dominate the formulation of policy and the trade unions are excluded from the process. Union involvement in economic planning serves a "public relations" function for the government, but the actual influence of unions is largely peripheral. The union effect on industrial relations reform and national wage policy has had to be achieved by confrontation and disruption.

The study found the circumstances of Western Europe to be sufficiently different to preclude the grafting of the European experience directly on to American trade unionism. However, American and European experiences were found to be converging in one respect: In collective bargaining, government attention has been shifting from the *procedures* to the economic *terms*. The significant involvement of the trade union movement in the negotiation of the terms of national income and wage policy was cited as the most relevant implication of the European experience for American trade unionism.

The study concluded that the strong type of economic and social council found in Austria and The Netherlands is neither feasible nor desirable for the United States. However, the researcher recommended the reactivation and strengthening of the U.S. Labor-Management Advisory Committee established in the early 1960's. The European experience with union involvement in policies relating to the construction industry was also cited as particularly promising as regards the United States.

The findings indicated that research support is crucial to union involvement in national income and manpower policy. Trade union research in this country could not now meet the demands which extensive involvement in policy issues would make on it. The AFL–CIO, with a membership of about 16 million workers, has a smaller research staff than its Swedish counterpart with one-tenth the membership.

Although noting a number of instances of U.S. union involvement in economic and social policy (for example, influencing the passage of manpower legislation and the administration of manpower programs for the disadvantaged), the study characterized the general posture of American trade unionism toward economic policy as defensive and reactive. The AFL–CIO was cited as the proper body to take up the question of union involvement in policy because it could take initiatives which may not be available to its constituent unions and provide a forum for discussions of the issues among the unions. The study concluded that the AFL–CIO's role need not be so much to urge a particular policy as to create a climate of union responsiveness to economic policy.

2.5.15 YALE UNIVERSITY
NEW HAVEN, CONN.

GRANT 91–07–69–48

DR. ROBERT S. GOLDFARB, DEPARTMENT OF ECONOMICS, AND DR. DANIEL HAMERMESH, DEPARTMENT OF ECONOMICS, PRINCETON UNIVERSITY

A "NEW" APPROACH TO LOCAL LABOR MARKET ANALYSIS: A FEASIBILITY STUDY

While most studies of the operation of local labor markets have relied largely on data collected from workers, this project explored the feasibility of collecting data from firms' records. Specifically, the study sought information on the policies and characteristics of a firm which affect its ability to attract and retain workers, with special attention to absenteeism as an indicator of job dissatisfaction and a major cause of turnover. For six New Haven, Conn., firms, individual personnel records were analyzed and aggregate data were collected on termination, absenteeism, applications, and hires.

The individual personnel data were difficult to extract and frequently left crucial gaps so that they were of limited use. But the researchers concluded that the collection of aggregate data on applications and terminations was both feasible and fruitful.

Analysis of the job applications data indicated that categorizing firms according to the types of labor market forces which affect applications for their jobs would give insights into constraints on recruitment and strategies of recruitment. It would also give insight into the way in which people "filter" through a labor market; for example, certain "visible" firms, by virtue of their size and location, appeared to act as gateways to the labor market, so that their ability to absorb labor determined the flows to less visible firms. Among the six firms studied, terminations (primarily quits) responded quite differently to such labor market variables as employment in manufacturing, the unemployment rate, employment at the particular firm, and the season.

The influences on applications and terminations differed markedly between clerical workers and factory workers, with the latter doing much more "job shopping" when the labor market tightened—perhaps because of greater variation in factory jobs. Clerical workers were much more likely to use formal sources than workers applying for nonclerical work. These and other suggestive results persuaded the researchers that further efforts should be made to collect similar data.

SECTION 3. LIST OF REPORTS COMPLETED, FISCAL YEARS 1969-71

This section lists the completed reports described in section 2 and those completed from July 1, 1968 through June 30, 1970, on research contracts, development contracts and grants, institutional grants, doctoral dissertation grants, and research project grants.

ABBREVIATION KEY AND EXPLANATION

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS. DO NOT ROUTINELY WRITE TO THE MANPOWER ADMINISTRATION FOR THESE REPORTS.

Section 3 lists reports on research and development projects completed for the Manpower Administration under contracts and grants during fiscal years 1969–71. (A few projects which did not result in formal reports are omitted; for example, machine printouts of special tabulations.)

Since the Manpower Administration's supply of these reports usually permits distribution only on a highly selective basis, arrangements were made during fiscal year 1968 for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the right-hand column of the listing. The key to the abbreviations used there and instructions for obtaining the publications are as follows:

NTIS—National Technical Information Service, Operations Division, Springfield, Va. 22151. Information on the price of paper copies may be obtained from NTIS; microfiche copies are $0.95 each. Send remittance with order directly to NTIS and specify the accession number (AD or PB plus a 6-digit number) given in the listing.

ERIC—Educational Resources Information Center, EDRS, c/o NCR Co., 4936 Fairmont Ave., Bethesda, Md. 20014. Copies are priced according to the number of pages. The first price in the listing is for paper; the Mf price is for microfiche. Send remittance with order directly to ERIC-EDRS and specify the accession number (ED or MP plus a 6-digit number) given in the listing.

GPO—Government Printing Office. Send orders directly to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, with remittance for specified amount.

MA—Manpower Administration. Single copies free upon request to U.S. Department of Labor, Manpower Administration, Associate Manpower Administrator, Washington, D.C. 20210, as long as they are available.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, reports on contract research projects (3.1 and 3.2 of this section) are available for inspection in the Manpower Administration's Office of Research and Development or in regional offices of the Bureau of Labor Statistics (BLS) and the Manpower Administration (MA). (See addresses, p. 213.) They may also be inspected at the universities which hold manpower research institutional grants (section 1.4).

They may also be available at certain libraries on pp. 214-218. However, some of these libraries were not subscribers at the time some of the reports were distributed.

Reports on dissertation research grants (included in 3.5 of this section) can sometimes be purchased from University Microfilms, Inc., 300 North Zeeb Road, Ann Arbor, Mich. 48102, as well as from NTIS.

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3.1 LIST OF REPORTS COMPLETED, FISCAL YEARS 1969–71— Research Contracts Under the MDTA

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3.1.01 Association for the Help of Retarded Children, New York Chapter—Jack Tobias, Ida Alpert, and Arnold Birenbaum, No. 81–31–21 A Survey of the Employment Status of Mentally Retarded Adults in New York City	NTIS—PB 185574; "Retardation, Poverty, and Jobs," *Manpower,* vol. 1, No. 8, Sept. 1969, pp. 30–32; Jack Tobias, "Vocational Adjustment of Young Retarded Adults," *Mental Retardation,* vol. 8, No. 3, June 1970, pp. 13–16.
3.1.02 Atlantic Research Corp.—John F. Wallerstedt, Hans W. Weigert, and Col. Walter R. Lawson, USA (Ret.), No. 81–49–68–19 An Analysis of Post-World War II Manpower Research, Policy and Program Experience Applicable to Current Manpower Planning for Peacetime Conversion of Military Manpower to Civilian Occupations	NTIS—PB 183258.
3.1.03 California, University of, Berkeley—Edward R. F. W. Crossman and Stephen Laner, assisted by Stanley H. Caplan, Tarald Kvalseth, and Frederick Schneider, No. 81–05–66–30 The Impact of Technological Change on Manpower and Skill Demand: Case-Study Data and Policy Implications	NTIS—PB 191290.
3.1.04 California, University of, Berkeley—Margaret S. Gordon and Margaret Thal-Larsen, No. 81–05–67–24 Employer Policies in a Changing Labor Market—Report of the San Francisco Bay Area Employer Policy Survey	NTIS—PB 188051; "Changing Employer Policies in a Large Urban Labor Market," *IRRA Proceedings,* Winter 1968, pp. 248–256.
3.1.05 California, University of, Berkeley—Margaret Thal-Larsen, Gordon Cavana, and John Dana, No. 81–05–68–43 Placement and Counseling in a Changing Labor Market: Public and Private Employment Agencies and Schools	NTIS—PB 197271.

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3.1.06 California, University of, Los Angeles—Paul Prasow and Fred Massarik, No. 81–04–36 A Longitudinal Study of Automated and Nonautomated Job Patterns in the Southern California Aerospace Industry	NTIS—PB 184856.
3.1.07 Census, Bureau of the—David P. McNelis, No. 81–09–66–10 Characteristics of Local Government Employees—A Pretest Survey	NTIS—PB 177323.
3.1.08 Columbia University—Eli Ginzberg, No. 81–34–67–25 Men, Money, and Medicine (First of eight reports on this contract)	NTIS—PB 193413; Columbia University Press, New York, 1969 ($8.50).
3.1.09 Columbia University—Alfred S. Eichner, No. 81–34–67–25 State Development Agencies and Employment Expansion (Second of eight reports on this contract)	Policy Paper No. 18, Institute of Labor and Industrial Relations, P.O. Box 1567, Ann Arbor, Mich. 48106 ($2.25).
3.1.10 Columbia University—Marcia Freedman and Gretchen Maclachlan, No. 81–34–67–25 The Process of Work Establishment (Third of eight reports on this contract)	Columbia University Press, New York, 1969 ($6.75).
3.1.11 Columbia University—Harry I. Greenfield, No. 81–34–67–25 Allied Health Manpower: Trends and Prospects (Fourth of eight reports on this contract)	Columbia University Press, New York, 1969 ($8.00); "Making Better Use of Health Personnel," *Manpower*, vol. 1, No. 3, April 1969, pp. 3–6.
3.1.12 Columbia University—Dean Morse, No. 81–34–67–25 The Peripheral Worker (Fifth of eight reports on this contract)	Columbia University Press, New York, 1969 ($7.50).
3.1.13 Columbia University—Beatrice G. Reubens, No. 81–34–67–25 The Hard-to-Employ: European Programs (Sixth of eight reports on this contract)	NTIS—PB 193414; Columbia University Press, New York, 1970 ($12.00); MA—*Special Job Creation for the Hard-to-Employ in Western Europe*, Manpower Research Monograph No. 14, 1970 (summary of two chapters of full report; GPO—$0.50).

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3.1.14 Columbia University—Thomas M. Stanback, Jr., and Richard V. Knight, No. 81–34–67–25 The Metropolitan Economy: The Process of Employment Expansion (Seventh of eight reports on this contract)	Columbia University Press, New York, 1970 ($10.00).
3.1.15 Columbia University—Dale L. Hiestand, No. 81–34–67–25 Career Changers: Professional and Graduate Students After Thirty-Five (Last of eight reports on this contract)	Columbia University Press, New York, 1970 ($6.50).
3.1.16 Cornell University—David Rogers, with the assistance of Faith Kortheuer and Roslyn Menzel, No. 81–34–68–39 An Exploratory Study of Interorganizational Relations	NTIS—PB 184848.
3.1.17 Derryck Associates, Inc.—Dennis A. Derryck, No. 81–34–70–23 Modernizing Selection and Promotion Processes in the State Employment Service	NTIS—200454.
3.1.18 Employment Service, U.S. Training and Wisconsin State Employment Service—William R. Fischer, No. 81–53–67–04 Project Vision, An Experiment with Occupational Needs Projection Techniques for Vocational Education Curriculum Planning Purposes in the Milwaukee, Wisconsin SMSA	NTIS—PB 193301.
3.1.19 Florida, University of—J. Kamal Dow, No. 81–10–68–34 Historical Perspective of the Florida Citrus Industry and the Impact of Mechanical Harvesting on the Demand for Labor	NTIS—PB 191289.
3.1.20 Greenleigh Associates, Inc.—Hazel McCalley and Clara Friedman, No. 81–34–68–27 A Study to Develop a Model for Employment Services for the Handicapped	NTIS—PB 186151.

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3.1.21 Harvard University—Peter B. Doeringer and Michael J. Piore, No. 81–23–66–22 Internal Labor Markets and Manpower Analysis	NTIS—PB 193079; D.C. Heath and Company, Lexington, Mass., 1971 ($3.95).
3.1.22 Harvard University—James G. Scoville, No. 81–23–67–23 Concepts and Measurements for Manpower and Occupational Analysis	NTIS—PB 187702.
3.1.23 Harvard University—Daniel Quinn Mills, No. 81–23–68–11 A Study of Problems of Manpower Utilization in the Construction Industry: Intermittency of Employment, Unemployment and Labor Shortages	NTIS—PB 184849.
3.1.24 Harvard University—Richard B. Freeman, No. 81–23–68–37 [1] Engineers and Scientists in the Industrial Economy	
3.1.25 Houston, University of, and Texas Southern University—Joseph E. Champagne and Robert L. Prater, No. 81–46–68–02 Teenage Employment: A Study of Low Income Youth in Houston, Texas	NTIS—PB 186507.
3.1.26 Illinois Institute of Technology—Elmer H. Burack and Thomas J. McNichols, No. 81–15–66–17 Management and Automation	NTIS—PB 179315.
3.1.27 Kentucky Research Foundation, The University of—Vernon M. Briggs, Jr., No. 81–19–68–13 Negro Employment in the South—Volume I: The Houston Labor Market	MA—Manpower Research Monograph No. 23, 1971.

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[1] This study was cosponsored by the National Science Foundation.

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3.1.28 Kentucky, The University of, Research Foundation—Niles M. Hansen, No. 81–19–68–17 Urban and Regional Dimensions of Manpower Policy	NTIS—PB 186252; *Rural Poverty and the Urban Crisis—A Strategy for Regional Development,* Indiana University Press, Bloomington, Ind. ($12.50); "Urban Alternatives for Eliminating Poverty," *Monthly Labor Review,* August 1969, pp. 46–47.
3.1.29 Labor Statistics, Bureau of—Franz A. Groemping, No. 81–09–68–08 Transition from School to Work in Selected Countries	NTIS—PB 182965; printed in *The Transition from School to Work: A Report Based on the Princeton Manpower Symposium,* May 9–10, 1968, pp. 132–188, Industrial Relations Section, Princeton University, Research Report Series No. 111 ($4.00).
3.1.30 Maryland, University of—George A. Pownall, No. 81–19–37 Employment Problems of Released Prisoners	NTIS—PB 183543.
3.1.31 Michigan State University—Einar Hardin and Michael E. Borus, No. MDTA 9–63 Economic Benefits and Costs of Retraining Courses in Michigan	NTIS—PB 189116; *Retraining Courses: Economic Costs and Benefits,* D.C. Heath and Company, Lexington, Mass., 1971 ($15.00).
3.1.32 Michigan State University—Harvey M. Choldin and Grafton D. Trout, No. 81–24–66–32 Mexican Americans in Transition, Migration and Employment in Michigan Cities	NTIS—PB 199901.
3.1.33 Michigan State University—Editors B. F. Cargill and G. E. Rossmiller, No. 81–24–68–42 Fruit and Vegetable Harvest Mechanization, Technological Implications (First of three reports on this contract)	Rural Manpower Report No. 16, American Society of Agricultural Engineers, St. Joseph, Mich. 49085, and Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($3.50).
3.1.34 Michigan State University—Editors B. F. Cargill and G. E. Rossmiller, No. 81–24–68–42 Fruit and Vegetable Harvest Mechanization, Manpower Implications (Second of three reports on this contract)	Rural Manpower Report No. 17, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($2.50).
3.1.35 Michigan State University—Editors B. F. Cargill and G. E. Rossmiller, No. 81–24–68–42 Fruit and Vegetable Harvest Mechanization, Policy Implications (Third of three reports on this contract)	Rural Manpower Report No. 18, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823 ($2.00).

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.36 Michigan, The University of—Gerald Gurin, No. MDTA 17–63 A National Attitude Survey of Trainees in MDTA Institutional Programs	NTIS—PB 193723.
3.1.37 Michigan, The University of—Eva Mueller and others, No. 81–24–67–02 Technological Advance in an Expanding Economy: Its Impact on a Cross-Section of the Labor Force	NTIS—PB 184794.
3.1.38 Michigan, The University of—Kent H. Marquis and Charles F. Cannell, No. 81–24–68–26 A Study of Interviewer-Respondent Interaction in the Urban Employment Survey	NTIS—PB 188456.
3.1.39 Minnesota, University of—Herbert G. Heneman, Jr., and Rene V. Dawis, No. 81–22–01 Youth Unemployment: Frictions in the Threshold of the Work Career—An Exploratory Probe	NTIS—PB 183074.
3.1.40 Nathan Associates, Inc., Robert R.—Edward D. Hollander, No. 81–09–68–01 Transferability of Military-Trained Medical Personnel to the Civilian Sector	NTIS—PB 192690.
3.1.41 National Academy of Sciences—National Research Council—Advisory Committee on Problems of Census Enumeration, No. 81–09–70–17 [2] America's Uncounted People, Report of the Advisory Committee on Problems of Census Enumeration	NTIS—PB 199754.
3.1.42 National Industrial Conference Board—Maria Elena Gonzalez, No. 81–34–66–13 An Optimal Sample Design for a Job Vacancy Survey (First of two reports on this contract)	NTIS—PB 179316.

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[2] This project was funded jointly with the Bureau of the Census and the Office of Economic Opportunity.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and and explanation, p. 211)*
3.1.43 National Industrial Conference Board—John G. Myers, No. 81–34–66–13 Job Vacancies in the Firm and the Labor Market (Last of two reports on this contract)	NTIS—PB 179864; NICB Studies in Business Economics No. 109, 1969.
3.1.44 National Manpower Policy Task Force—Varden Fuller, No. 81–09–66–31 Rural Worker Adjustment to Urban Life, An Assessment of the Research (First of six reports on this contract)	Policy Paper No. 15, Publications Office, Institute of Labor and Industrial Relations, P. O. Box B–1, Ann Arbor, Mich. 48106 ($2.25).
3.1.45 National Manpower Policy Task Force—Dale L. Hiestand, No. 81–09–66–31 Discrimination in Employment, An Appraisal of the Research (Second of six reports on this contract)	Policy Paper No. 16, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B–1, Ann Arbor, Mich. 48106 ($2.00).
3.1.46 National Manpower Policy Task Force—Edward Kalachek, No. 81–09–66–31 The Youth Labor Market (Third of six reports on this contract)	Policy Paper No. 12, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B–1, Ann Arbor, Mich. 48106 ($1.50).
3.1.47 National Manpower Policy Task Force—Juanita Kreps, No. 81–09–66–31 Sex in the Marketplace: American Women at Work (Fourth of six reports on this contract)	Policy Studies in Employment and Welfare No. 11, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).
3.1.48 National Manpower Policy Task Force—Charles A. Myers, No. 81–09–66–31 The Role of the Private Sector in Manpower Development (Fifth of six reports on this contract)	Policy Studies in Employment and Welfare No. 10, The Johns Hopkins Press, Baltimore, Md., 1971 ($1.95).
3.1.49 National Manpower Policy Task Force—George Strauss, No. 81–09–66–31 Apprenticeship Problems and Policies (Last of six reports on this contract)	NTIS—PB 183096.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.50 National Manpower Policy Task Force—No. 81–51–68–22 The Transition from School to Work, A Report Based on the Princeton Manpower Symposium, May 9–10, 1968	NTIS—PB 182965; Research Report Series No. 111, Industrial Relations Section, Princeton University ($4.00).
3.1.51 National Manpower Policy Task Force—No. 81–09–69–01 Report of Conference of New Manpower Researchers, November 1968	NTIS—PB 180946.
3.1.52 National Manpower Policy Task Force—No. 81–09–70–03 Report of Conference of New Manpower Researchers, October 1969	NTIS—PB 187701.
3.1.53 National Manpower Policy Task Force—Sar A. Levitan and Lowell M. Glenn, No. 81–11–71–03 Report, New Manpower Researchers Conference, October 1970	NTIS—PB 201286.
3.1.54 National Planning Association—Norman Frumkin, No. 81–09–67–08 Manpower Implications of Alternative Priorities for Coping with Poverty	NTIS—PB 182143; GPO—*Federal Programs for the Development of Human Resources, A Compendium of Papers Submitted to the Subcommittee on Economic Progress of the Joint Economic Committee,* vol. 1, 1968 ($1.00).
3.1.55 National Planning Association—Leonard A. Lecht, No. 81–09–68–36 Poor Persons in the Labor Force: A Universe of Need	NTIS—PB 196742.
3.1.56 New York University—Daniel E. Diamond and Hrach Bedrosian, No. 81–34–66–25 Industry Hiring Requirements and the Employment of Disadvantaged Groups	NTIS—PB 191278; MA—*Hiring Standards and Job Performance,* Manpower Research Monograph No. 18, 1970 (GPO—$0.50).
3.1.57 New York University—Ronald D. Corwin, No. 81–34–69–02 New Workers in the Banking Industry: A Minority Report	NTIS—PB 192569.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.58 Newark College of Engineering—Robert Kiehl, No. 81–32–69–14 Opportunities for Blacks in the Profession of Engineering	NTIS—PB 197065; MA—"Wanted: Black Engineers," *Monthly Labor Review,* June 1971, pp. 8–10.
3.1.59 North Carolina State University and North Carolina Agricultural and Technical College—Charles H. Rogers, Rudolph D. Artis, Leonard J. Hausman, Christopher Green, and Walter R. Parker, No. 81–35–67–27[3] Teenage Unemployment in Two Selected Rural Counties in the South	NTIS—PB 188105.
3.1.60 North Carolina, University of—James P. Harkness, Robert R. Cadmus, and Lois P. Tillman, No. MDTA 26–64 A Manpower Study of Technical Personnel in Hospital Clinical Laboratories	NTIS—PB 180437.
3.1.61 Northeastern University—Morris A. Horowitz and Irwin L. Herrnstadt, No. 81–20–34 A Study of the Training of Tool and Die Makers	NTIS—PB 187558; Department of Economics, Northeastern University, Boston, Mass. 02115; MA—*Learning the Tool and Die Maker Trade,* Manpower Research Monograph No. 17, 1970 (summary; GPO—$0.30).
3.1.62 Ohio State University Research Foundation, The—No. 81–37–70–18[4] Career Thresholds, A Longitudinal Study of the Educational and Labor Market Experience of Male Youth Vol. I (1966 survey), by Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz Vol. II (1967 survey), by Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer Vol. III (1968 survey), by Andrew I. Kohen and Herbert S. Parnes	Vol. I—NTIS—PB 183539; MA—Manpower Research Monograph No. 16, vol. 1, 1970 (GPO—$2.00); Herbert S. Parnes and Ruth S. Spitz, "A Conceptual Framework for Studying Labor Mobility," *Monthly Labor Review,* Nov. 1969, pp. 55–58; "Effects of Changes in the Federal Minimum Wage on Employment of Young Men, 1966–67," in BLS Bulletin 1657, 1970 ($1.50). Vol. II—NTIS—PB 201288; MA—Manpower Research Monograph No. 16, vol. 2, 1971 (GPO—$1.25). Vol. III—NTIS—PB 201287; MA—Manpower Research Monograph No. 16, vol. 3, 1971 (GPO—in process).

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[3] Cosponsored by the Office of Education, U.S. Department of Health, Education, and Welfare.

[4] Formerly 81–34–28 and 81–37–68–21.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.63 Ohio State University Research Foundation, The—John R. Shea, Ruth S. Spitz, and Frederick A. Zeller, No. 81–37–70–18[5] Dual Careers: A Longitudinal Study of Labor Market Experience of Women, Vol. I (1967 survey)	NTIS—PB 193239; MA—Manpower Research Monograph No. 21, 1971 (GPO—$2.25).
3.1.64 Ohio State University Research Foundation, The—No. 81–37–70–18[6] The Pre-Retirement Years: A Longitudinal Study of the Labor Market Experience of . . . Men Vol. I (1966 survey), by Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz Vol. II (1967 survey), by Herbert S. Parnes, Karl Egge, Andrew I. Kohen, and Ronald M. Schmidt	Vol. I—NTIS—PB 180530; MA—Manpower Research Monograph No. 15, vol. 1, 1970 (GPO—$2.25). Vol. II—NTIS—PB 192671; MA—Manpower Research Monograph No. 15, vol. 2, 1970 (GPO—$1.25).
3.1.65 Ohio State University Research Foundation, The—John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen, No. 81–37–70–18[7] Years For Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, Vol. I (1968 survey)	NTIS—PB 201289; MA—Manpower Research Monograph No. 24, 1971 (GPO—$2.00).
3.1.66 Oklahoma State University of Agriculture and Applied Science, Research Foundation—Paul V. Braden with James L. Harris and Krishan K. Paul, No. 81–38–69–10 Occupational Training Information System	NTIS—PB 193078.
3.1.67 Pennsylvania State University, The—James S. Holt, Reuben W. Hecht, and Neil B. Gingrich, No. 81–40–68–12 Agricultural Labor in the Northeast States; Agricultural Labor Statistics with Special Reference to the Northeast States (A Statistical Supplement)	NTIS—PB 197868 (vol. I); NTIS—PB 197867 (vol. II).

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[5] Formerly 81–34–28 and 81–37–68–21.

[6] Formerly 81–34–28 and 81–37–68–21.

[7] Formerly 81–34–28 and 81–37–68–21.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.68 Pennsylvania State University, The—Jacob J. Kaufman and Louis Levine, No. 81–40–68–20 A Report on Two Workshops on Manpower Research, conducted at the University of Tennessee, April 1968 and San Francisco State College, May 1968	NTIS—PB 182157.
3.1.69 Pennsylvania State University, The—Jacob J. Kaufman and Louis Levine, No. 81–40–69–06 University Manpower Research Seminar for the Stimulation of Professional Research Interest	NTIS—PB 188363.
3.1.70 Pennsylvania State University, The, and Bureau of Employment Security—Jacob J. Kaufman and David W. Stevens, Nos. 81–40–67–05 and 81–40–67–09 Supplemental Labor Market Information as a Means to Increase the Effectiveness of Job-Search Activity	NTIS—PB 180531.
3.1.71 Pennsylvania, University of—Ann R. Miller and Susan Klepp, No. 81–40–69–13 Occupations of the Labor Force According to the Dictionary of Occupational Titles	NTIS—PB 197920.
3.1.72 Philadephia, City of—Richard L. Olanoff, No. MDTA 14–64 A Study of the Effects of Pre-Vocational Training and Family Service Counseling on the Long-Term Unemployed	NTIS—PB 183758.
3.1.73 Planning Research Corp.—Norman Jones and others, No. 81–05–68–06 A Model for Manpower Training Evaluation (First of two reports on this contract)	NTIS—PB 201102.
3.1.74 Planning Research Corp.—Norman Jones and others, No. 81–05–68–06 Social Security Data: An Aid to Manpower Program Evaluation (Last of two reports on this contract)	NTIS—PB 200455.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.75 Princeton University—Orley Ashenfelter, No. 81–23–67–19[8] Second Year Report on Systems Analysis and the Labor Market	NTIS—PB 184961; Orley Ashenfelter and George E. Johnson, "Bargaining Theory, Trade Unions, and Industrial Strike Activity," *The American Economic Review*, March 1969, pp. 35–49; H. H. Kelejian, "Missing Observations in Multivariate Regression: Efficiency of a First-Order Method," *Journal of the American Statistical Association*, December 1969, pp. 1609–1616; S. W. Black and H. H. Kelejian, "A Macro Model of the U.S. Labor Market," *Econometrica*, September 1970, pp. 712–741; "Changes in Labor Market Discrimination over Time," *The Journal of Human Resources*, Fall 1970, pp. 403–430.
3.1.76 Purdue Research Foundation—Alfred S. Drew, No. 81–13–33 Educational and Training Adjustments in Selected Apprenticeable Trades; Appendices	NTIS—PB 190547 (vol. I); NTIS—PB 190996 (vol. II-Appendices); MA—*Toward the Ideal Journeyman*, vol. I, An Optimum Training System in Apprenticeable Occupations, Manpower Research Monograph No. 20, 1971 (GPO—$0.25); vol. 2, The Training System in the Pipe Trades (GPO—$0.35); vol. 3, Apprenticeship Training in the Machinist and Tool and Die Maker Trades (GPO—$0.25); vol. 4, The Training System in the Printing Trades (GPO—$0.25); and vol. 5, The Training System in the Pipe Trades (GPO—$0.20).
3.1.77 Research Triangle Institute—William C. Eckerman, Eva K. Gerstei, and Richard B. Williams, No. 81–35–67–01 A Comprehensive Assessment of the Problems and Characteristics of Neighborhood Youth Corps Enrollees: A Pilot Investigation	NTIS—PB 183080; MA—*The Neighborhood Youth Corps: A Review of Research*, Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.1.78 Software Systems, Inc.—Harold C. Strasel and Paul G. Larkin, No. 81–49–68–31 Rioters in Washington: A Study of People and Employment	NTIS—PB 179565; NTIS—PB 179566 (detailed tables).

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[8] Cosponsored by the Office of Education of the U.S. Department of Health, Education, and Welfare, U.S. Department of Commerce, the National Science Foundation, and the National Bureau of Standards.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.79 Stanford University—Joseph Katz, Harold A. Korn, Carole A. Leland, and Max M. Levin with the assistance of Ronald L. Starr, No. 81–05–66–11 Class, Character, and Career: Determinants of Occupational Choice in College Students	NTIS—PB 184979.
3.1.80 System Development Corporation—Marvin Adelson, Joseph Fink, and Harvey M. Adelman, No. 81–05–68–28 Manpower, Adjustment, and the System	NTIS—PB 192678.
3.1.81 TransCentury Corporation—David S. North, No. 81–09–69–08 The Border Crossers, People Who Live in Mexico and Work in the United States	NTIS—PB 191692.
3.1.82 Upjohn Institute for Employment Research, The W. E.—Sidney Fine, No. 81–09–67–22 The Feasibility of a Direct Method of Obtaining Manpower Demand Data, Report for Discussion—Phase I, Nov. 8, 1968	NTIS—PB 182146.
3.1.83 Utah State University—H. Bruce Bylund, No. 81–47–70–05 Social, Cultural, and Educational Factors Associated with Relative Vocational Success of Navajo High School Graduates	NTIS—PB 189902.
3.1.84 Wayne State University—Reuben M. Baron and Alan R. Bass, No. 81–24–66–04 The Role of Social Reinforcement Parameters in Improving Trainee Task Performance and Self-Image	NTIS—PB 187700; MA—Manpower Research Study Summary, 1970.
3.1.85 Wayne State University—Hjalmar Rosen and John E. Theahan, No. 81–24–68–24 A Group Orientation Approach for Facilitating the Work Adjustment of the Hard-Core Unemployed	NTIS—PB 188045; R. A. Hudson Rosen, "The Hard Core and the Puritan Ethic," *Manpower*, vol. 2, No. 1, January 1970, pp. 29–31; Brian S. Morgan, Melvin R. Blonsky, and Hjalmar Rosen, "Employee Attitudes Toward a Hard-Core Hiring Program," *Journal of Applied Psychology*, vol. 54, No. 6, December 1970, pp. 473–478.

Institution, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.1.86 Wayne State University—Hjalmar Rosen, Gerald Cooke, and Lynn B. Anderson, No. 81–24–68–35 On-the-Job Orientation of Unemployed Negro Skill Center Trainees and Their Supervisors	NTIS—PB 192568.
3.1.87 Wisconsin, The University of—Gerald G. Somers and J. Kenneth Little, No. 81–53–68–41 Cost-Benefit Analysis of Manpower Policies, Proceedings of a North American Conference	Industrial Relations Centre, Queens University, Kingston, Ontario, Canada ($5.00).
3.1.88 Women's Bureau—Pearl G. Spindler, Women's Bureau, and Seth Low, Children's Bureau, No. 81–08–80[9] Child Care Arrangements of Working Mothers in the United States	GPO—$1.25.
3.1.89 Women's Bureau—Mary Dublin Keyserling, No. 81–09–68–15 Report of a Conference on Meeting Medical Manpower Needs—The Fuller Utilization of the Woman Physician, January 12–13, 1968, Washington, D.C.	Women's Bureau, U.S. Department of Labor, Washington, D.C. 20210; American Medical Women's Association (2 to 99 copies, $1.25 each; 100 or more copies, $1.00 each).
3.1.90 Yale University—M. Harvey Brenner, No. 81–07–69–22 Time-Series Analysis of Relationships Between Selected Economic and Social Indicators; Vol. I, Text and Appendices; Vol. II, Detailed Graphic Analyses	NTIS—PB 199900 (vol. I); NTIS—PB 199899 (vol. II).

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[9] In cooperation with U.S. Department of Health, Education, and Welfare, Social and Rehabilitation Service, Children's Bureau.

3.2 LIST OF REPORTS COMPLETED, FISCAL YEARS 1969–71—
Research Contracts Under the EOA and the SSA

Contractor, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.2.01 Arizona State University—Calvin Daane, No. 41–7–005–03 Developing Group Counseling Models for the Neighborhood Youth Corps	NTIS—PB 182512; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.2.02 Bureau of Social Science Research, Inc.—Leonard H. Goodman and Thelma D. Myint, No. 41–7–007–09 The Economic Needs of Neighborhood Youth Corps Enrollees	NTIS—PB 186526; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60); "Youth Corps Pay—Where It Goes," *Manpower,* vol. 2, No. 2, February 1970, pp. 29–31.
3.2.03 Bureau of Social Science Research, Inc.—Leonard H. Goodman, Laure M. Sharp, and Jean Ruffin, No. 51–09–69–03 Employment Contexts and Disadvantaged Workers, Phase I—Final Report	NTIS—PB 190927.
3.2.04 Case Western Reserve University—Melvin E. Allerhand, Frank Friedlander, James E. Malone, Herman Medow, and Marvin Rosenberg, No. 41–7–002–37 A Study of Impact and Effectiveness of the Comprehensive Manpower Project of Cleveland (AIM–JOBS), volume I–Summary, volume II–Technical Report, volume III–Appendices	NTIS—PB 190037 (vol. I); NTIS—PB 190038 (vol. II); NTIS—PB 190039 (vol. III).
3.2.05 Cornell University—Paul L. Gaurnier and William Fisher, No. 41–9–003–34 A Study of Career Ladders and Manpower Development for Non-Management Personnel in the Food Service Industry	NTIS—PB 193299; *Career Ladders in the Food Service Industry,* National Restaurant Association, 1530 Lake Shore Drive, Chicago, Ill. 60610, January 1971 (summary).

Contractor, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.2.06 Fordham University—Mary G. Powers, Gerald M. Shattuck, Charles Elliott, No. 41–7–010–34 The Job Supervisor's Role in Neighborhood Youth Corps Programs for Out-of-School Youth	NTIS—PB 194771.
3.2.07 George Washington University, The—Regis H. Walther, No. 41–7–004–09 A Study of the Effectiveness of Selected Out-of-School Neighborhood Youth Corps Programs, Phase III (A Study of NYC–1 Projects)	NTIS—PB 187933.
3.2.08 George Washington University, The—Regis H. Walther, No. 41–9–001–09 A Study of Negro Male High School Dropouts Who Are Not Reached by Federal Work-Training Programs	NTIS—PB 202110.
3.2.09 Kennedy Memorial, The Robert F.—Frederick Adrian Siegler, No. 41–9–006–09 On Hustling	
3.2.10 Labor Statistics, Bureau of—Vera C. Perrella, No. 41–0–001–09 Students and Summer Jobs; Young Workers and Their Earnings	*Monthly Labor Review*, February 1971, pp. 55–61; July 1971, pp. 3–11, respectively. Reprinted with additional data as Special Labor Force Reports Nos. 129 and 132 (Washington: U.S. Department of Labor, Bureau of Labor Statistics, 1971).
3.2.11 Michigan, The University of—Robert L. Kahn and Robert P. Quinn, No. 41–8–002–24 Turnover and Training: A Social-Psychological Study of Disadvantaged Workers	NTIS—PB 194775.
3.2.12 Minnesota, University of—Richard E. Sykes, with chapters by Popie Mohring, Fraine Whitney, and Duane Wallen, No. 41–7–008–25 A Pilot Study in Observational Measurement of Behavioral Factors Associated with Increased Employability of Out-of-School Neighborhood Youth Corps Enrollees	NTIS—PB 189034.

Contractor, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.2.13 Minnesota, University of—R. Frank Falk, No. 41–8–003–25 The Frontier of Action: New Careers for the Poor—A Viable Concept	NTIS—PB 191291.
3.2.14 National Analysts, Inc.—Gerald D. Robin, Nos. 41–7–001–40 and 81–40–66–18 An Assessment of the In-Public School Neighborhood Youth Corps Projects in Cincinnati and Detroit, with Special Reference to Summer-Only and Year-Round Enrollees; Interview Schedule Supplement	NTIS—PB 183081; NTIS—PB 183082 (interview schedule supplement); MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.2.15 National League of Cities—Floyd A. Decker, Andrew B. Horgan III, and Lawrence A. Williams, No. 41–8–001–09 Municipal Government Efforts to Provide Career Employment Opportunities for the Disadvantaged	NTIS—PB 189912; "City Jobs: Rich Potential for the Poor," *Manpower,* vol. 2, No. 5, May 1970, pp. 12–15.
3.2.16 New York, The Research Foundation of State University of, Buffalo—John E. Drotning, David B. Lipsky, and Myron D. Fottler, No. 41–8–005–34 Jobs, Education, and Training: Research of a Project Combining On-the-Job and Literacy Training for the Disadvantaged, Phase 1	NTIS—PB 183331.
3.2.17 New York University—Raymond A. Katzell, Robert B. Ewen, and Abraham K. Korman, No. 41–8–006–34 The Job Attitudes of Workers from Different Ethnic Backgrounds	NTIS—PB 194777.
3.2.18 North Star Research and Development Institute—Guy H. Miles, No. 41–7–006–25 Survey of Recent Literature Relevant to Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth	NTIS—PB 184980; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).

Contractor, Investigator(s), Contract No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.2.19 North Star Research and Development Institute—Guy H. Miles, No. 41–7–006–25 Phase I—Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth	NTIS—PB 184977; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60); MA—"The Neighborhood Youth Corps in Rural Areas," *Farm Labor Developments,* March 1969 (articles).
3.2.20 North Star Research and Development Institute—Guy H. Miles, William F. Henry, and Ronald N. Taylor, No. 41–7–006–25 Final Report on Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth—Phase 2: A Follow-Up Study of 1144 Young Adults	NTIS—PB 185881; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.2.21 Rice University—Edwin Harwood and Robert Olasov, No. 41–7–003–46 Houston's Out-of-School Neighborhood Youth Corps: A Comparative Observational Study of the NYC's Impact on the Work Attitudes and Job Futures of Poverty Youths	NTIS—PB 184978; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.2.22 Staten Island Mental Health Society—Wallace Mandell, Sheldon Blackman, and Clyde E. Sullivan, No. 41–7–009–34 Disadvantaged Youth Approaching the World of Work: A Study of NYC Enrollees in New York City	NTIS—PB 189015; MA—*The Neighborhood Youth Corps: A Review of Research,* Manpower Research Monograph No. 13, 1970 (summary; GPO—$0.60).
3.2.23 Wright Institute, The—Edward M. Opton, Jr., No. 51–05–69–04 Factors Associated with Employment Among Welfare Mothers	NTIS—PB 201109.

3.3 LIST OF REPORTS COMPLETED, FISCAL YEARS 1969–71—
Development Contracts and Grants Under the MDTA and the EOA

Institution, Contract or Grant No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.3.01 Abt Associates, Inc.—No. 82–30–70–16 An Assessment of the Experimental and Demonstration Interstate Program for South Texas Migrants	NTIS—PB 199487.
3.3.02 Adult Education Center, Inc.—No. 92–20–68–07 Business Training with Business Speech (A Partnership Between Business and Government)	
3.3.03 Arizona State University—No. 43–8–014–13 Participant-Observer Methodology	NTIS—PB 201217.
3.3.04 Boston Planning Department—No. 92–23–67–16 Work Adjustment Problems of Employed Low-Income Workers: Review of Professional Literature of the 1960's	NTIS—PB 199770.
3.3.05 Boys Residential Youth Center—No. 82–07–66–64 The Boys Residential Youth Center (Effect of Innovative, Supporting Services in Changing Attitudes of "High Risk" Youth)	NTIS—PB 199502.
3.3.06 Business and Industrial Coordinating Council (BICC) —No. 82–32–67–31 Skill Escalation and Employment Development: Project SEED	NTIS—PB 199766.
3.3.07 California Nurses' Association—No. 92–05–68–02 Student Nurses' Association of California Recruitment Project	NTIS—PB 201164.
3.3.08 Campfire Girls, Inc., and Girl Scouts of the U.S.A.—No. 82–34–68–02 An Experimental Project for Administrative Trainees	NTIS—PB 199524.

Institution, Contract or Grant No., and Title of Report	*Source of Copies (See abbreviation key and explanation, p. 211)*
3.3.09 Chicago Conference on Religion and Race—No. 82–15–68–51 Tri-Faith Trucking Terminal Employment Project, Final Report, July 1, 1968–December 31, 1969	NTIS—PB 199133.
3.3.10 Citizens' Committee on Youth—No. 82–37–67–53 The Urban Conservation Project (An Experiment in Using Housing Renovation in an Urban Renewal Area to Train Unemployed Youth)	NTIS—PB 199765.
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3.4 LIST OF REPORTS COMPLETED, FISCAL YEARS 1969–71—
Manpower Research Institutional Grants Under the MDTA

GRANTEE: Atlanta University, Atlanta, Ga.; Grant Nos. 91–11–66–60, 91–11–67–31, 91–11–68–63, 91–11–70–04, and 31–13–71–05

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3.4.07 Racial Relative Incomes, Discussion Papers on, by Alice E. Kidder, Flournoy Coles, and Orley Ashenfelter	Center for Manpower Studies, Atlanta University, Atlanta, Ga. 30314, 1969–70.

GRANTEE: Iowa State University of Science and Technology, Ames, Iowa; Grant Nos. 91–17–66–61, 91–17–67–32, 91–17–68–64, 91–17–69–58, and 31–19–71–04

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3.4.10 Creativity and Innovation in Manpower Research Action Programs, Proceedings of the Third Annual Summer Manpower Research Institute, Editors Neil A. Palomba and Edward B. Jakubauskas	Industrial Relations Center, Iowa State University, Ames, Iowa 50010, May 1970.
3.4.11 The Effects of Different Leadership Styles on Group Performance: A Field Experiment (Ph.D. Dissertation), by Anthony J. Reilly III	NTIS—PB 189428.
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3.4.32 Statement by Edward B. Jakubauskas	*Senate Hearings*, 91st Cong., 1st sess., U.S. Senate Special Committee on Aging, Part 1, Des Moines, Iowa, Sept. 8, 1969 (GPO, 1970—$0.55).
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3.4.37 Vocational Behavior: Readings in Theory and Research, by Donald G. Zytowski	Holt, Rinehart, and Winston, Inc., New York, August 1968.

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3.5.02 Arkansas, University of—Emmett Earl Wright, No. 91–04–66–70 Industrial Recruiting Experience in Small City Job Markets	NTIS—PB 179749.
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3.5.12 California, University of, Los Angeles—Dwayne Gene Schramm, No. 91–05–69–08 A Study of the Older Woman Worker Who Has Attempted to Enter or Re-enter the White Collar Labor Force Through the Assistance of Community Training Programs in Clerical Occupations	NTIS—PB 188050.
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[11] This report was coauthored by Dr. James L. Miller, Jr.

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[12] Project funded jointly with the Ford Foundation.

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3.6.34 Stanford University—Melvin W. Reder, Nos. 91–05–66–53 and 91–05–68–34 Unemployment Among New Labor Market Entrants	NTIS—PB 190485; "The Theory of Frictional Unemployment," *Economica*, February 1969 (article); Reprint Series No. 2, Institute of Public Policy Analysis, Stanford University, Stanford, Calif. 94305, 1969.
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3.6.37 West Virginia University—John D. Photiadis, No. 91–52–68–10 Selected Social and Sociopsychological Characteristics of West Virginians in Their Own State and in Cleveland, Ohio	NTIS—PB 192670; West Virginia University Bookstore, Morgantown, W. Va. ($2.50); *West Virginians in Their Own State and in Cleveland, Ohio,* Appalachian Center Information Report No. 3, West Virginia University, Morgantown, W. Va., 1970 (summary).
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[13] This report was coauthored by William G. Bowen.

SECTION 4. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS

These guidelines have been **revised** and supersede any previously issued. It is suggested that applicants study title I of the Manpower Development and Training Act, as amended (see appendix), and other relevant authorizing legislation **before** preparing proposals under these guidelines. This section includes guidelines for submission of proposals for research and development contracts, doctoral dissertation grants, and research project grants.

4.1 GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Contracts

The purpose of this section is to establish guidelines for the submission of proposals for research and development contracts to the Manpower Administration, U.S. Department of Labor.[1]

CONTRACTING AUTHORITY

Contracts may be awarded under authority of three legislative acts:

1. Title I of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571 et seq.), for the conduct of research in the broad areas of manpower resources, requirements, development, utilization, mobility, employment and unemployment, automation and technological change, and labor market information and job matching to provide information which will lead to the development of informed and responsible manpower policies and programs.

Title I of the MDTA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants[2] to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups." The projects, subsumed under the word "development" in these Guidelines, seek to develop and test in operation new ways in which manpower programs might be made more effective.

2. Title I of the Economic Opportunity Act of 1964 (42 U.S.C. 2740), for studies that will provide information which will improve the overall effectiveness of the program activities set forth in part B, section 123.

3. (For Research Contracts Only) Social Security Act (81 Stat. 888), for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, part c, section 441).

Research and development contracts are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the manpower area may apply for such contracts.

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[1] See Title 29, Part 71 of the Code of Federal Regulations, Manpower Research and Evaluation Grants and Contracts, 33 F.R. 7113.

[2] A grant instead of a contract may be executed for experimental and demonstration projects. The guidelines for an E&D grant proposal are the same as for a contract. For grants for research projects, see sections 4.2 and 4.3 following.

PRELIMINARY PROPOSAL

The first step in applying for an R&D contract is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Twenty copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to manpower problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

After reviewing this preliminary summary, the Manpower Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant manpower problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations where that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability

The project director or principal investigator should either have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator shall devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency

The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals

Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. *Thirty copies should be submitted.*

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for contracting will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Manpower Administration.

Final Report

Upon completion of the contract, 15 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (1) A summary, (2) findings and conclusions, (3) implications for manpower program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to manpower programs, policies, and problems.

Publications derived from work conducted under the contract will acknowledge that the study was supported by the Manpower Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

PROPOSAL TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMIN-

ISTRATION, U.S. DEPARTMENT OF LABOR, FOR A CONTRACT FOR A RESEARCH OR DEVELOPMENT PROJECT.

Project title:	(Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives, and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make manpower programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental and demonstration projects.

(1) Describe the work plan: who will perform what tasks in what ways, involving what types and approximate number of participants.

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) Describe the provisions made for assessment of the effects of the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6 (b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observation, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, types of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the prime contractor, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Discuss who the potential principal users are of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or manpower agencies.

11. Other information. Indicate other pertinent information including the following:

(a) Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.

(b) Amount of financial or other support available for this project from other sources.

(c) Whether this proposal is an extension or an addition to a previously Government-supported project.

(d) Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Manpower Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12. Budget." The budget will include all estimated costs to be covered by any contract with the Department of Labor.

The cost of performance of a contract includes the cost of necessary direct items of expenditure incurred in the performance of the contract. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this contract, whether on a full- or part-time basis. List personnel by title, man-months (full- or part-time—be specific), and dollar amounts.

(b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the contract.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the contractor's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect costs or overhead. Give the basis for the contractor's determination of proposed overhead rate and reference to the rate approved in other current Government contracts, if any.

Overhead rates may be fixed during the negotiation of a contract, or may be determined provisionally, with final settlement made at the conclusion of the contract. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the contract.

It is the policy of the Department to encourage cost-sharing arrangements on research contracts in accordance with the principles set forth in the Office of Management and Budget (OMB) Circular A-100, dated December 18, 1970, entitled "Cost sharing on research supported by Federal agencies." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

4.2 GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—

Doctoral Dissertation Grants Under the MDTA

Academic institutions offering doctoral degrees in areas of study which relate to the manpower field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT CONDITIONS

The maximum amount of direct costs (see "The Application," paragraph 5.a., p. 303) of any one grant is $10,000 for a period not to exceed 1 year. For projects scheduled to require more than 1 year, support may be given through renewals of grants for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate.

   a. Support will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (maximum)	1,100

   Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent childen is $5,600. The following example illustrates how a stipend may be computed:

   > A married man with one child who teaches half time and works on his dissertation half time for 9 months of the year, and devotes full time to his dissertation the other 3 months could receive a stipend of $3,125—three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.

b. A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of his employment, may be supported at his established rate of pay, prorated for the proportion of his time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidate could otherwise receive as a stipend if he devoted full time to his dissertation (see 1.a. above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in 1.b. above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6-months' to 1-year's duration. For grants of less than 6 months, the allowance will be $1,250, except that for extensions or renewals of grants beyond the first year, the allowance will be prorated on a monthly basis. In accordance with the Office of Management and Budget Circular No. A–100 (see below), costs of services of academic and administrative staff, including the candidate's sponsor or thesis advisor, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

In accordance with the Office of Management and Budget Circular No. A-100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 17 of the following Doctoral Dissertation Grant Conditions. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of

1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions Governing Grants in Support of Doctoral Dissertations at the end of these guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted or initiated during the 1-year period following the date of the application. However, applications received in MA 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Processing of applications requires approximately 3 months, including evaluation by review panels. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification. A grant approved for a candidate who has not completed all the requirements for the doctoral degree at the date of the application will require notice from the university that all requirements have been met before any payments will be made under the grant.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Department with expertise in the manpower field. Only those applications which propose studies which have relevance to the objectives of title I of the Manpower Development and Training Act[3] are referred to the panel for their consideration and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the project proposal. The standing of the candidate and his proposed project relative to other candidates and to the availability of funds for the program determines whether the project will be approved for a grant. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

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[3] It is suggested that applicants study title I of the MDTA of 1962 **before** preparing proposals under these guidelines. (See p. 333.)

4.2 Guidelines for Doctoral Dissertation Grants

1. The first page should show the following:

PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A GRANT IN SUPPORT OF A DOCTORAL DISSERTATION UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, PUBLIC LAW 87-415, AS AMENDED.

Submitted by:	(Legal name of university which will be used if grant is approved, and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Project title:	(Concise, descriptive, and as specific as possible.)
Sponsor:	(Name, position, academic degrees, and phone number of university advisor or sponsor of the candidate. Sponsor should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This should be someone with authority to commit the university, and he should sign the original or master copy. Unless otherwise indicated all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. The background of the candidate. Include statement of education and employment experience, and a list of published work. Indicate if candidate has met all requirements other than the dissertion, and, if not, when these will be met.

3. A statement by the candidate's sponsor in support of the proposal and indicating his evaluation of the interests and potential of the candidate. Where the sponsor is other than the thesis advisor for the candidate, the thesis advisor should also include such a statement.

4. A brief, but reasonably complete, statement of the proposed work prepared by the candidate, and covering:

a. The problem to be investigated, and its importance and significance.
b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.
c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied, data to be gathered and methods to be used, and methods of analysis to be used.
d. Anticipated practical applications of the findings, if appropriate.

e. A time schedule for the project and its major phases. This may extend beyond the 1-year limit on the initial grant as a basis for an additional grant.

f. Where support of other agencies is necessary for the successful completion of the objectives of this study, include a statement of the extent of cooperation already assured by such agencies.

5. A budget statement, in detail for the current year, with tentative totals for additional years, if any. Detailed budgets will be required as part of each renewal application. Items to be shown in detailed budgets are listed below. Dollar amounts are to be listed in two columns: (a) Amounts of funds requested and (b) amounts of the grantee institution's contribution from non-Federal funds.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines (see 1.a., p. 299).

(2) Major materials and special supplies required for the project. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed that allowable under the customary practice of the grantee. Give detail of travel and subsistence, including types of transportation to be used and rates allowed therefor.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate—the date, audit agency, and reference numbers, if any.

c. Allowance to university. See page 300, numbered paragraph 4 for schedule of allowances. Include in amount requested.

6. A statement acknowledging that the Conditions Governing MDTA Grants in Support of Doctoral Dissertations (which follow) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

DOCTORAL DISSERTATION GRANT CONDITIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED

1. DEFINITIONS

As used in this grant (see Notice of Grant Award, p. 313), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant Officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any conditions must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer, and shall be performed in accordance with that document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award, or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1–15.3 of the Federal Procurement Regulations (41 CFR 1–15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

"I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 17 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final financial report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee, except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates, established by the institution.

11. ESTIMATE OF TIME OR EFFORT

The grantee shall maintain quarterly "Time or Effort Reports" for all professional staff rendering services under the grant. Such reports shall be prepared not later than 1 month following the end of the academic term within which the services were rendered. The estimate may be based on either hours or a percentage of effort. The estimate may be prepared by either the professional staff member himself or his supervisor and retained in the office of the individual responsible for preparation of expenditure reports. The "Time or Effort Reports" shall be available for inspection at any time by representatives of the Government.

12. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

13. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

14. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported on the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

15. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

16. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Office of Management and Budget Circular A–100, December 18, 1970, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

17. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports" must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> "The material in this project was prepared under Grant No(s). (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title I of the Manpower Development and Training Act of 1962, as amended. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor."

18. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

19. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research conducted under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 17 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

20. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of this grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be the inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

21. AVAILABILITY OF THE DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as "Doctoral Candidate" is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the doctoral candidate to continue to work on the project as planned. Under such circumstances the grant may be revoked.

22. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

23. EQUAL OPPORTUNITY

(The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).)

During the performance of this grant, the grantee agrees as follows:

a. The grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers, with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

24. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and Community Action Agencies may be subject to limitations on their political activities under the Hatch Act [5 U.S.C. 1502(a), 18 U.S.C. 595].

25. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act (41 U.S.C. 10(a)(d)) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use; and

(3) A "domestic source end product" means:

(a) an unmanufactured end product which has been mined or produced in the United States;

(b) an end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3) (b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

(The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.)

26. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

27. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

28. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under authority of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571)

GRANT NO: ____________ GRANT PERIOD: From ____________ through ____________

PROPOSAL Number ____________ Title:

GRANTEE:

☐ Principal Investigator

Name: ____________________

☐ Doctoral Candidate

APPROVED BUDGET FOR THIS AWARD PERIOD:

INITIAL PAYMENT (See Condition 7)----$____________

TOTAL AMOUNT OF THIS GRANT----$____________

TOTAL GRANTEE CONTRIBUTION----$____________

TOTAL PROJECT BUDGET--------$____________

General level of support recommended for this project following this grant period:

Period: ____________________

Amount: $____________________

CONDITIONS: This Grant is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through ____ set forth in Attachment 2, except condition(s) ____, which is (are) deleted.

Grantee accepts this Grant and the conditions of its approval.

BY: ____________________

TITLE: ____________________

DATE: ____________________

Secretary of Labor, U.S. Department of Labor.

BY: ____________________

TITLE: Director, Office of Research and Development

DATE: ____________________

4.3 GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Research Project Grants Under the MDTA

Public and private nonprofit academic institutions and research organizations may apply for grants to support research projects or research-related activities in the manpower field.

Projects approvable under this program include:

1. Research which explores new fields of inquiry.
2. Research which explores new methods of approach to existing fields of inquiry.
3. Studies which test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current state of knowledge in various research areas in order to provide guides for future programs.

Under special circumstances, grants may also be made to assist in support of research projects underwritten by other agencies, but which require additional monies to assure completion.

GRANT CONDITIONS

The maximum amount of direct cost (see "The Application," paragraph 10.a., p. 320) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 1 month before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research program as approved. In accordance with the Office of Management and Budget Circular No. A-100, dated December 18, 1970, "Cost sharing on research supported by Federal agencies," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal invesigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Department of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 17 of the following Research Project Grant Conditions. Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Manpower Administration of the U.S. Department of Labor under the Manpower Development and Training Act of 1962, as amended. The Department will have a nonexclusive right to publish and distribute the final report of the research, and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions Governing Grants in Support of Research Projects, at the end of these guidelines. As indicated below, any desired exceptions from these conditions should be stated with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of title I of the Manpower Development and Training Act.[4] Proposals which are determined to be relevant to the objectives of the Manpower Development and Training Act will be considered by a review panel of persons from outside the Department with expertise in the manpower field and approved or disapproved in relation to criteria such as the following:

1. Manpower significance.
   - a. The project is focused primarily on significant manpower problems.
   - b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.
2. Research design.
   - a. The problem with which the research proposes to deal is clearly defined.
   - b. The proposal reflects an adequate knowledge of other research related to the problem.
   - c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   - d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.
3. Personnel and facilities.
   - a. The experience and training of the principal investigator appear adequate to carry out the research.
   - b. The facilities available to the investigator(s) are adequate to carry out the research.
   - c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.

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[4] It is suggested that applicants study title I of the MDTA of 1962 **before** preparing proposals under these guidelines. (See p. 333.)

4. Economic efficiency.

a. The suggested approach to the problem is reasonable in terms of overall cost as compared with the cost of other possible approaches.

b. The suggested approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.

c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The terms of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s); or
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Research and Development
Manpower Administration
U.S. Department of Labor
Washington, D.C. 20210

Closing dates for applications are December 1, March 1, June 1, and September 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be considered at the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by review panels. To assure an early acknowledgement of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date. Applications approved for funding may be activated for work to begin approximately 1 month after notification.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

PROPOSAL SUBMITTED TO THE ASSOCIATE MANPOWER ADMINISTRATOR FOR POLICY, EVALUATION, AND RESEARCH, MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, FOR A GRANT IN SUPPORT OF A RESEARCH PROJECT UNDER THE PROVISIONS OF TITLE I OF THE MANPOWER DEVELOPMENT AND TRAINING ACT, PUBLIC LAW 87–415, AS AMENDED.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization which will be used if grant is approved, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number of the principal investigator.)
Transmitted by:	(Name, position, and phone number of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.) (The proposal should be signed by both the principal investigator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize pertinent research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.
b. Population and sample to be studied.
c. Data to be gathered and methods to be used.
d. Methods of analysis to be used.
e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator, and of other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for this project from other sources.
b. Whether this proposal has been or will be submitted to any other agency or organization for financial support.
c. Whether this proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.
d. Whether this proposal or a similar one was previously submitted to the Department of Labor or other Government agency.
e. Extent to which cooperation has been agreed to by agencies whose support is necessary for the successful completion of the objectives of the proposal.

10. Budget. Include a section on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this section on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Office of Management and Budget Circular No. A–100, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns: (1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend beyond 1 year, indicate amounts required for each year and in total.

a. Direct costs.

(1) Personal services. Include:

(a) Salaries[5] and wages of all personnel which are directly attributable to actual performance under this grant, whether on a full- or part-time basis. (List personnel by title, man-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits to extent customarily provided by organization.

(c) Consultants[5] as required.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed that allowable under the customary practices of the grantee. Give detail of travel and subsistence, including types of transportation and rates allowed therefor.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A **fixed rate** which does not exceed the grantee institution's established audited rate may be used. Identify the basis for the established rate—date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions Governing Grants in Support of Research Projects (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

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[5] For salaries at rates of $15,000 or more per annum and for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

RESEARCH PROJECT GRANT CONDITIONS UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT OF 1962, AS AMENDED

1. DEFINITIONS

As used in this grant (see Notice of Grant Award, p. 329), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant Officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "MA" means the Manpower Administration of the U.S. Department of Labor.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer, and shall be performed in accordance with that document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award, or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1–15.3 of the Federal Procurement Regulations (41 CFR 1–15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of principal professional staff are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 17 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final financial report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee, except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates, established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. ESTIMATE OF TIME OR EFFORT

The grantee shall maintain quarterly "Time or Effort Reports" for all professional staff rendering services under the grant. Such reports shall be prepared not later than 1 month following the end of the academic term within which the services were rendered. The estimate may be based on either hours or a percentage of effort. The estimate may be prepared by either the professional staff member himself or his supervisor and retained in the office of the individual responsible for preparation of expenditure reports. The "Time or Effort Reports" shall be available for inspection at any time by representatives of the Government.

12. LEASE-PURCHASE AGREEMENT

The grantee shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

13. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

14. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported on the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

15. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to MA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

16. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Office of Management and Budget Circular A–100, December 18, 1970, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

17. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports" must be completed and bound into each copy behind the title page. This is a requirement of the information storage and retrieval system. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> "The material in this project was prepared under Grant No(s). (enter appropriate MA numbers) from the Manpower Administration, U.S. Department of Labor, under the authority of title I of the Manpower Development and Training Act of 1962, as amended. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor."

18. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

19. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research conducted under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 17 above.

Grantee agrees to furnish 10 copies of each such publication to MA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

20. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of this grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be the inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

21. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR

The availability of the services of the person named in the notice of grant as "Principal Investigator" is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator to continue to work on the project as planned. Under such circumstances the grant may be revoked unless a substitute is approved by the grant officer.

22. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

23. EQUAL OPPORTUNITY

(The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).)

During the performance of this grant, the grantee agrees as follows:

a. The grantee will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding, a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No.

11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraph a. through g. in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. Provided, however, that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

24. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan poltical activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and Community Action Agencies may be subject to limitations on their political activities under the Hatch Act [5 U.S.C. 1502(a), 18 U.S.C. 595].

25. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act (41 U.S.C. 10 (a) (d)) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means:

(a) an unmanufactured end product which has been mined or produced in the United States, and

(b) an end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3) (b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

(The foregoing requirements are administered in accordance with Executive Order No. 10582, dated December 17, 1954.)

26. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

27. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

28. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are that of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

U.S. DEPARTMENT OF LABOR

NOTICE OF GRANT AWARD: Under authority of the Manpower Development and Training Act of 1962 (42 U.S.C. 2571)

GRANT NO: ____________ GRANT PERIOD: From ____________ through ____________

PROPOSAL: Number ____________ Title:

GRANTEE:

☐ Principal Investigator

☐ Doctoral Candidate

Name: ____________________

APPROVED BUDGET FOR THIS AWARD PERIOD:

INITIAL PAYMENT (See Condition 7)	$____________
TOTAL AMOUNT OF THIS GRANT	$____________
TOTAL GRANTEE CONTRIBUTION	$____________
TOTAL PROJECT BUDGET	$____________

General level of support recommended for this project following this grant period:

Period: ____________

Amount: $ ____________

CONDITIONS: This Grant is made in support of the proposal which is a part of this Grant and is incorporated as Attachment 1, and is made subject to the Conditions 1 through _____ set forth in Attachment 2, except condition(s) _____, which is (are) deleted.

Grantee accepts this Grant and the conditions of its approval.

BY: ____________________

TITLE: ____________________

DATE: ____________________

Secretary of Labor, U.S. Department of Labor.

BY: ____________________

TITLE: Director, Office of Research and Development

DATE: ____________________

APPENDIX

This section gives the text of title I of the Manpower Development and Training Act of 1962, as amended.

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APPENDIX—Manpower Development and Training Act of 1962, Title I, as Amended[1]

AN ACT

Relating to manpower requirements, resources, development, and utilization, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Manpower Development and Training Act of 1962".

TITLE I—MANPOWER REQUIREMENTS, DEVELOPMENT, AND UTILIZATION

Statement of Findings and Purpose

SEC. 101. The Congress finds that there is critical need for more and better trained personnel in many vital occupational categories, including professional, scientific, technical, and apprenticeable categories; that even in periods of high unemployment, many employment opportunities remain unfilled because of the shortages of qualified personnel; and that it is in the national interest that current and prospective manpower shortages be identified and that persons who can be qualified for these positions through education and training be sought out and trained as quickly as is reasonably possible, in order that the Nation may meet the staffing requirements of the struggle for freedom. The Congress further finds that the skills of many persons have been rendered obsolete by dislocations in the economy arising from automation or other technological developments, foreign competition, relocation of industry, shifts in market demands, and other changes in the structure of the economy; that Government leadership is necessary to insure that the benefits of automation do not become burdens of widespread unemployment; that the problem of assuring sufficient employment opportunities will be compounded by the extraordinarily rapid growth of the labor force in the next decade, particularly by the entrance of young people into the labor force, that improved planning and expanded efforts will be required to assure that men, women, and young people will be trained and available to meet shifting employment needs; that many persons now unemployed or underemployed, in order to become qualified for reemployment or full employment must be assisted in providing themselves with skills which are or will be in demand in the labor market; that the skills of many persons now employed are inadequate to enable them to make their maximum contribution to the Nation's economy; and that it is in the national interest that the opportunity to acquire new skills be afforded to these people with the least delay in order to alleviate the hardships of unemployment, reduce the costs of unemployment compensation and public assistance, and to increase the Nation's productivity and its capacity to meet the requirements of the space age. The Congress further finds that many professional employees who have become unemployed because of the specialized nature of their previous employment are in need of brief refresher or reorientation educational courses in order to become qualified for other employment in their professions, where such training would further the purposes of this Act. It is therefore the purpose of this Act to require the Federal Government to appraise the manpower requirements and resources of the Nation, and to develop and apply the information and methods needed to deal with the problems of unemployment resulting from automation and technological changes and other types of persistent unemployment.

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[1] 42 U.S.C. 2571 et seq. P.L. 87-415, Mar. 15, 1962, 76 Stat. 24-33, as amended by (a) P.L. 87-729, Oct. 1, 1962, 76 Stat. 679, (b) P.L. 88-214, Dec. 19, 1963, 77 Stat. 422, (c) P.L. 89-15, Apr. 26, 1965, 79 Stat. 75, (d) P.L. 89-792, Nov. 7, 1966, 80 Stat. 1434, (e) P.L. 80-794, Nov. 8, 1966, 80 Stat. 1451, and (f) P.L. 90-636, Oct. 24, 1968, 82 Stat. 1352.

Evaluation, Information, and Research

SEC. 102. To assist the Nation in accomplishing the objectives of technological progress while avoiding or minimizing individual hardship and widespread unemployment, the Secretary of Labor shall—

(1) evaluate the impact of, and benefits and problems created by automation, technological progress, and other changes in the structure of production and demand on the use of the Nation's human resources; establish techniques and methods for detecting in advance the potential impact of such developments; develop solutions to these problems, and publish findings pertaining thereto;

(2) establish a program of factual studies of practices of employers and unions which tend to impede the mobility of workers or which facilitate mobility, including but not limited to early retirement and vesting provisions and practices under private compensation plans; the extension of health, welfare, and insurance benefits to laid-off workers; the operation of severance pay plans; and the use of extended leave plans for education and training purposes. A report on these studies shall be included as part of the Secretary's report required under section 107;

(3) appraise the adequacy of the Nation's manpower development efforts to meet foreseeable manpower needs and recommend needed adjustment, including methods for promoting the most effective occupational utilization of and providing useful work experience and training opportunities for untrained and inexperienced youth;

(4) promote, encourage, or directly engage in programs of information and communication concerning manpower requirements, development, and utilization, including prevention and amelioration of undesirable manpower effects from automation and other technological developments and improvement of the mobility of workers;

(5) arrange, through grants or contracts, for the conduct of such research and investigations as give promise of furthering the objectives of this Act; and

(6) establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of

specialized methods in meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups. In carrying out this subsection the Secretary of Labor shall, where appropriate, consult with the Secretaries of Health, Education, and Welfare, and Commerce, and the Director of the Office of Economic Opportunity. Where programs under this paragraph require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare. He shall also seek the advice of consultants with respect to the standards governing the adequacy and design of proposals, the ability of applicants, and the priority of projects in meeting the objectives of this Act.

Job Development Programs

SEC. 103. The Secretary of Labor shall stimulate and assist, in cooperation with interested agencies both public and private, job development programs, through on-the-job training and other suitable methods, that will serve to expand employment by the filling of those services and related needs which are not now being met because of lack of trained workers or other reasons affecting employment or opportunities for employment.

Labor Mobility Demonstration Projects

SEC. 104. (a) During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out, in a limited number of geographical areas, pilot projects designed to assess or demonstrate the effectiveness in reducing unemployment of programs to increase the mobility of unemployed workers by providing assistance to meet their relocation expenses. In carrying out such projects the Secretary may provide such assistance, in the form of grants or loans, or both, only to involuntarily unemployed individuals who cannot reasonably be expected to secure full-time employment in the community in which they reside, have bona fide offers of employment (other than temporary or seasonal employment), and are deemed qualified to perform the work for which they are being employed.

(b) Loans or grants provided under this section shall be subject to such terms and conditions as the Secretary shall prescribe, with loans subject to the following limitations:

(1) there is reasonable assurance of repayment of the loan;

(2) the credit is not otherwise available on reasonable terms from private sources or other Federal, State, or local programs;

(3) the amount of the loan, together with other funds available, is adequate to assure achievement of the purposes for which the loan is made;

(4) the loan bears interest at a rate not less than (A) a rate determined by the Secretary of the Treasury, taking into consideration the average market yield on outstanding Treasury obligations of comparable maturity, plus (B) such additional charge, if any, toward covering other costs of the program as the Secretary may determine to be consistent with its purposes; and

(5) the loan is repayable within not more than ten years.

(c) Of the funds appropriated for a fiscal year to carry out this Act, not more than $5,000,000 may be used for the purposes of this section.

Trainee Placement Assistance Demonstration Projects

SEC. 105. During the period ending June 30, 1970, the Secretary of Labor shall develop and carry out experimental and demonstration projects to assist in the placement of persons seeking employment through a public employment office who have successfully completed or participated in a federally assisted or financed training, counseling, work training, or work experience program and who, after appropriate counseling, have been found by the Secretary to be qualified and suitable for the employment in question, but to whom employment is or may be denied for reasons other than ability to perform, including difficulty in securing bonds for indemnifying their employers against loss from the infidelity, dishonesty, or default of such persons. In carrying out these projects the Secretary may make payments to or contracts with employers or institutions authorized to indemnify employers against such losses. Of the funds appropriated for a fiscal year to carry out this Act, not more than $300,000 may be used for purpose of this section.

Labor Market Information and Job Matching Program

SEC. 106. (a) The Secretary of Labor shall develop a comprehensive system of labor market information on a national, State, local, or other appropriate basis, including but not limited to information regarding—

(1) the nature and extent of impediments to the maximum development of individual employment potential including the number and characteristics of all persons requiring manpower services;

(2) job opportunities and skill requirements;

(3) labor supply in various skills;

(4) occupational outlook and employment trends in various occupations; and

(5) in cooperation and after consultation with the Secretary of Commerce, economic and business development and location trends.

Information collected under this subsection shall be developed and made available in a timely fashion in order to meet in a comprehensive manner the needs of public and private users, including the need for such information in recruitment, counseling, education, training, placement, job development, and other appropriate activities under this Act and under the Economic Opportunity Act of 1964, the Social Security Act, the Public Works and Economic Development Act of 1965, the Wagner-Peyser Act, the Vocational Education Act of 1963, the Vocational Rehabilitation Act, the Demonstration Cities and Metropolitan Development Act of 1966, and other relevant Federal statutes.

(b) The Secretary of Labor shall develop and publish on a regular basis information on available job opportunities throughout the United States on a National, State, local, or other appropriate basis for use in public and private job placement and related activities and in connection with job matching programs conducted pursuant to this subsection. The Secretary is directed to develop and establish a program for matching the qualifications of unemployed, underemployed, and low-income persons with employer requirements and job opportunities on a National, State, local, or other appropriate basis. Such programs shall be designed to provide a quick and direct means of communication among local recruitment, job training and placement agencies and organizations, and between such agencies and organizations on a National, State, local, or other appropriate basis, with a view to the referral and placement of such persons in jobs. In the development of such a program, the Secretary shall make maximum possible use of electronic data processing and telecommunication systems for the storage, retrieval, and communication of job and worker information.

(c) A report on the activities and achievements under this section shall be included in the report required under section 107.

(d) Not less than 2 per centum of the sums appropriated in any fiscal year to carry out titles I, II, and III of this Act shall be available only for carrying out the provisions of subsection (b) of this section.

Manpower Report

SEC. 107. The Secretary of Labor shall make such reports and recommendations to the President as he deems appropriate pertaining to manpower requirements, resources, use, and training; and the President shall transmit to the Congress within sixty days after the beginning of each regular session (commencing with the year 1963) a report pertaining to manpower requirements, resources, utilization, and training.

INDEXES

In this section, the projects are indexed by code number according to contractor and grantee organizations and institutions; individual researchers; contract or grant numbers; and subject.

For code numbers, first digit is section number, second digit is subsection number, and the last digits refer to numerical order of descriptions within each subsection.

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